

BIRD'S NEPONSET REVIEW

VOLUME 37 1949

AXEL H. ANDERSON

President



BIRD NEPONSET **REVIEW**

January

1949

Vol. 37 No. 1



**Retirement
Issue**

Wage Talks

ACTING under the terms of the various contracts the joint union committee and management sat down on Wednesday, January 12, at East Walpole to discuss the wage situation.

The unions requested a general wage increase — a "down payment" on the fourth round — which they feel is now under way. After day-long collective bargaining, Creighton Hill speaking for management brought back word to the meeting that an increase could not be considered right now. In presenting the reasons for this decision he emphasized the company's belief that the whole business picture is uncertain at this time.

At this point the meeting on the 12th ended.

The following day after the joint union committee had met by itself the union representatives requested that a conciliator be called in. Management agreed to this and the date of Tuesday, January 18, has been set for the meeting with the conciliator. A further report will appear in the February issue.

E. M. B. A. Meeting

ALL members of the Employees' Mutual Benefit Association are notified of a special meeting Friday evening, January 21, at 7:30, at the Bird School in East Walpole. The purpose of this meeting is to act on plans for dissolving the EMBA.

After all other matters are taken care of, the plan is to divide the remaining funds among those who belonged to the EMBA on August 8, 1947. The amount to each member will be decided by how long he belonged.

On the Cover



John H. Graney tunes in for a broadcast at his home at 37 Pleasant Street, East Walpole. He is one of those who retired at the year's end. (See roster on page 2.) On the wall hangs a picture of one of his sons, Bob, principal of the Stone School, Walpole, and former athletic coach at Walpole High.

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and International Council of Industrial Editors.



Published for the employees of Bird & Son, inc.
to promote good service, good business, good will

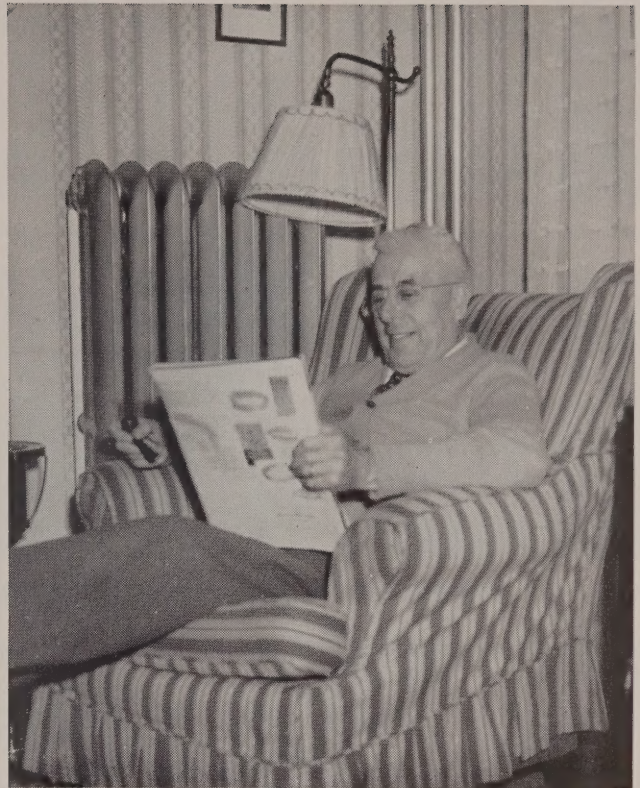
EDGAR M. GROUT	Editor
ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

ADVISORY BOARD

BENJAMIN D. ROGERS	WILLIAM E. WAKEFIELD
CREIGHTON HILL	MARY MCCARTHY

Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., and Shreveport, La.



The REVIEW photographer found these two retired employees at home enjoying their leisure. At the left, John Sheehan, 18 Catalpa Rd., Norwood, with two of his grandchildren. At the right, Frank Whitehead, 58A Walcott Ave., East Walpole, and the *Satevepost*. (See roster on page 2.)

Year-End Retirements

Thirty-one Leave Active Work on December 31,
Bringing Total for 1948 To Fifty-four

DURING 1948 the first group of employees has retired under the provisions of the new Bird & Son Retirement Plan announced late in 1947. Including the group which retired at the year's end, more than fifty employees joined the retirement list during the year just past. From now on as each year rolls around a new group of workers will move from the ranks of active employees to honored and well-earned retirement and will receive a regular monthly income.

These people who retired in 1948 and those who will retire in years to come will not necessarily wait until ill health makes retirement essential. Many will retire in good health after a long and active career, but early enough in life to enjoy the leisure and comforts of old age which anyone who has reached age sixty-five well deserves. At twenty-five or thirty-five it is hard to realize just how much

such a retirement plan can mean. To those approaching sixty or sixty-five, it means a very great deal in security and freedom from worry.

What the Plan Provides

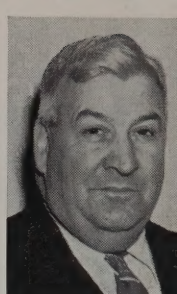
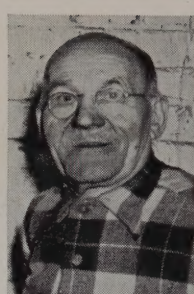
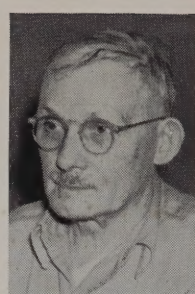
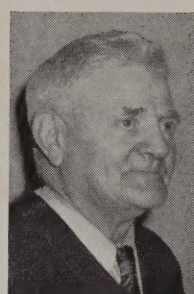
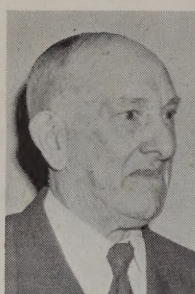
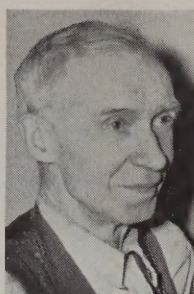
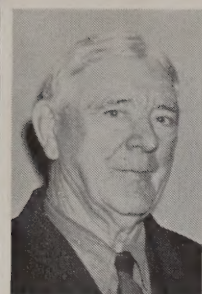
As announced by management in December, 1947, the plan provides for the retirement of every male worker on the December 31 of the year he becomes sixty-five and every woman worker at the end of the year in which she reaches her sixtieth birthday. The Trust provides an income to all who retire, a death benefit to the beneficiary if the employee dies before retirement age, and payment of a part of the share in the Retirement Fund to any employee who has served continuously for at least five years, and who leaves the company voluntarily before retirement.

During 1948 there have been several changes in the plan, one of the most

important being the extension of the retirement age for all those retiring during the next two years. Retirement is now governed by the following schedule:

1. Men employees who became seventy years of age on or before December 31, 1948 were retired as of that date.
2. Men employees who were sixty-eight or sixty-nine as of December 31, 1948 will be retired on June 30, 1949.
3. Men employees who were sixty-six or sixty-seven as of December 31, 1948 will be retired on December 31, 1949.
4. Men employees who were sixty-four or sixty-five as of December 31, 1948 will be retired on June 30, 1950.
5. Men employees who were sixty-three as of December 31, 1948 will be retired on December 31, 1950.

Women employees reach retirement age five years earlier. Their retirement dates are figured by subtracting



John F. Dower

John Broadley

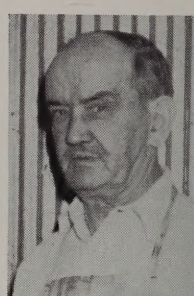
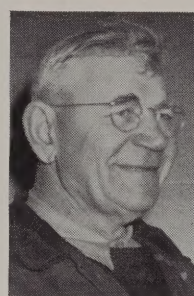
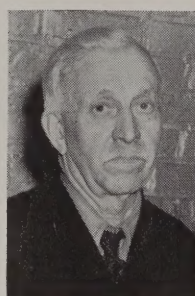
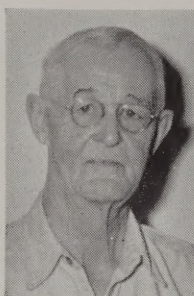
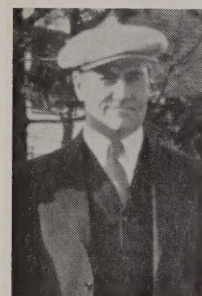
Timothy J. Riordan

Jeremiah T. Cullinane

James W. Hammond

George Stone

Oreste Saraca



Frank E. Lynch

Holly B. Dyer

Kenneth McLennon

John J. Poulousky

Katherine A. Collins

Francis D. O'Neil

Mary R. McKinnon

five from each of the ages given in the list for men employees. On the first of January, 1951, the regular schedule will go into effect. Men will then retire on the December 31 of the year in which they reach sixty-five and women on the December 31 of the year in which they become sixty. During the next two years, 1949 and 1950, people who have reached the normal retirement age (sixty-five for men and sixty for women) may retire on the December 31 of the year they reach sixty-five or sixty if they so desire, without waiting for the later retirement date.

Retirement Trust

The individual retirement incomes are provided through funds paid into a Retirement Trust. The Merchants National Bank of Boston serves as trustee. The money for this Retirement Trust is obtained each year from the profits of the company. For the year 1947 the sum was \$828,097.99. The final figures for 1948 are not yet available, but the Treasurer's office reports that about \$900,000 will be available for deposit in the Retirement Trust this year. The Merchants National Bank, acting as trustee, manages the fund, investing and re-investing the money paid over to it by Bird & Son and Berry Asphalt Company.

Every Bird & Son worker has a stake in the Retirement Plan. As soon as each worker completes five years of continuous service he is automatically covered under the plan and he receives credit from the begin-

Roster of Those Retiring at Year's End

EAST WALPOLE PLANTS

James W. Hammond, Bird Club, East Walpole. From July 14, 1894, as Beaterman at East Walpole Paper Mill. Since Aug. 14, 1944, a Cleaner in the Turbine Room.

John F. Dower, 11 Summit Ave., Norwood. From Oct. 1, 1895 at the East Walpole Repair Dept. From 1909 to 1911 in charge of repairs at Phillipsdale. From 1911 to 1914 in charge of repairs at the Norwood Roofing Plant and Norwood Flooring Plant. Since Sept. 1914 Head Piper at East Walpole.

Kenneth McLennon, 6 Federal Street, North Walpole. From April 9, 1900 on the beaters at East Walpole Paper Mill. Since Feb. 1944 a Cleaner in various Paper Mill departments.

Mary R. McKinnon, 852 Washington Street, Norwood. From Aug. 9, 1905, on various jobs at No. 2 Box Shop. Since Feb. 21, 1918, Folder, Flower Pot Dept.

Timothy J. Riordan, 85 East Street, Dedham. From Nov. 12, 1907, as Blacksmith in the East Walpole Maintenance Dept.

George Stone, 14 Short Street, East Walpole. From Aug. 7, 1908 on the beaters at East Walpole Paper Mill. Gang Boss since Jan. 1941.

Frank Whitehead, 58A Walcott Ave., East Walpole. From Dec. 19, 1908, East Walpole Maintenance Dept. Chief Electrician here since June 1912.

Jeremiah T. Cullinane, 17 Bird Street, East Walpole. From Oct. 10, 1910, as a Piper in the East Walpole Maintenance Dept.

Holly B. Dyer, 339 Prospect Street, Norwood. From July 14, 1911, Operator of Press Board Machine at East Walpole Finishing Mill. Gang Boss since 1923.

John Broadley, 31 Coney Street, East Walpole. From March 2, 1915, as Gas Welder and Boiler Maker in the East Walpole Maintenance Dept.

Fred J. Kinsman, 316 Washington Street, East Walpole. From Aug. 17, 1916, a Folder Operator and a Finisher at No. 2 Box Shop.

Francis D. O'Neil, 29 Forbes Street, Jamaica Plain. From Aug. 6, 1919, a Finisher at No. 2 Box Shop.

John J. Poulousky, 1078 Pleasant Street, Norwood. From April 12, 1920, first as Helper and later as Tractor Driver in the Stock Transfer Dept. in the East Walpole Paper Mill.

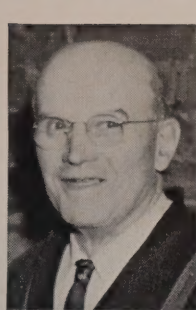
Oreste Saraca, 996 East Street, Walpole. From May 19, 1923, a Broke Beaterman at the East Walpole Paper Mill. Also worked for short periods in the Finishing Mill, No. 1 Box Shop and Turbine Room, again returning to the Beater Room in 1945. Retired Aug. 1, 1948.

Katherine A. Collins, 260 Coney Street, East Walpole. From Jan. 19, 1931, on various jobs at No. 2 Box Shop. Chief Inspector since 1941.

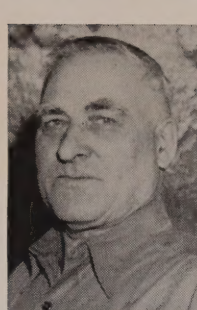
Frank E. Lynch, 55 Sea Street, Dennisport. From Feb. 3, 1943 as a Finisher at the East Walpole Finishing Mill. Retired Aug. 27, 1948.



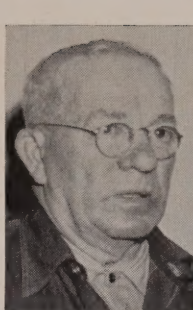
Fred J. Kinsman



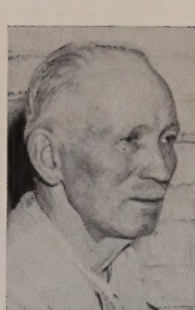
Michael Costello



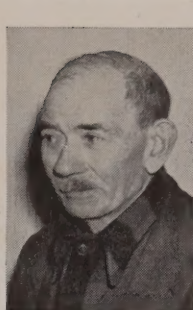
Peter Taggart



Victor Konalski



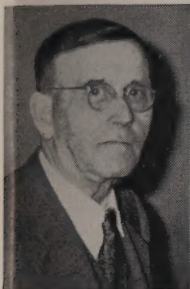
John W. Walsh



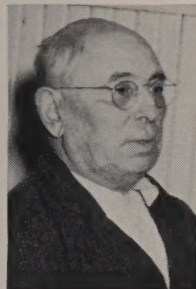
Patrick J. Reardon



Michael Shergals



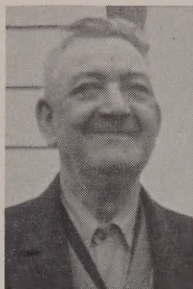
Samuel McLeod



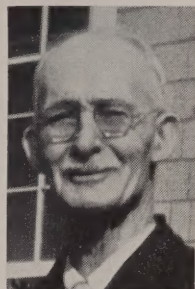
Joseph Jalea



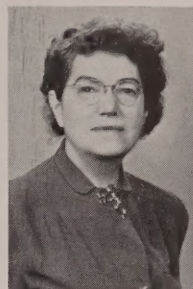
Willie Banks



Lewis Jennings



George W. Hawley



Alice E. Fales



John Dexter

EAST WALPOLE OFFICE

Alice E. Fales, 60 Woodland Avenue, Melrose Highlands. From Oct. 28, 1907 at the East Walpole Office. From Oct. 20, 1916 until July 1929 at the Boston Office. Since May 15, 1937, Secretary to the President at East Walpole Office.

Bessie E. Hubbard, 29 Day Street, Norwood. From Nov. 8, 1909, a Clerk in the Accounting and Statistical Depts. Since March 1915 a Clerk in the Roofing Sales Division, East Walpole office.

NORWOOD ROOFING PLANT

John Sheehan, 18 Catalpa Rd., Norwood. From Aug. 2, 1902, Norwood Roofing Plant; first in Finishing Dept. and since Sept. 22, 1941 as Watchman.

Patrick J. Reardon, 7 Pleasant Street, East Walpole. From May 7, 1907. Most of his time up to 1933 was on the No. 1 Roofing Machine. For two years he worked in the Maintenance Dept. and since June 1935 has worked in the Shipping Dept.

Michael Costello, 35 Chapel Street, Norwood. From Aug. 4, 1913, a Finisher at the Norwood Roofing Plant. Since 1934 a Cleaner at the same plant.

Victor Konalski, 28 Sturtevant Avenue, Norwood. From Aug. 2, 1922 on the No. 1 Roofing Machine and the Roofing Shipping and Storage Handling Depts. Continuously a Checker Driver in the Shipping Dept. since April 1934.

John W. Walsh, 13 Morse Street, Norwood. From Oct. 11, 1922, a short time as a Finisher, then a Piper's Helper and since March 1923, Piper at the Norwood Roofing Plant.

Peter Taggart, 1285 Washington Street, Norwood. From Sept. 8, 1924 on various machines at the Norwood Roofing Plant. Since April 1930, Overlay Coating and Surfacing Man at the No. 1 Roofing Machine.

NORWOOD FLOORING PLANT

Joseph Jalea, 13 Dean Street, Norwood. From Feb. 6, 1903, a Laborer and Cleaner in various departments of the Flooring Plant. Since 1926, in the Print Machine Department.

John H. Graney, 37 Pleasant St., East Walpole. From July 8, 1908, at the Staplers, No. 1 Box Shop. Since May 24, 1930, Watchman at Norwood Flooring Plant.

Michael Shergals, 102 Dean Street, Norwood. From June 12, 1912, in the Floor Covering Finishing Dept. until July 27, 1916. Since then Chief Inspector at the Floor Covering Plant, Norwood.

Samuel McLeod, 50 Sumner Street, Norwood. From June 9, 1924, Oven Man at the Print Machine Dept., Norwood Flooring Plant. Also worked as Cleaner and since April 1945 has been Elevator Operator at the Shipping Dept.

(Continued on page 5)

ning of the five-year period. The Trust Fund can be built up and continued *only* by payments out of the *profits* of the company. It is to every worker's interest to contribute his share of efficient, productive work to help make that profit each year.

In addition to the more than fifty employees who have retired from the company this year there have also been fourteen employees who have died and whose beneficiaries have collected under the plan. Thirty-five employees have left the company voluntarily and are now receiving annual payments of their share, as provided in the plan.

Administering the Plan

A committee composed of A. H. Anderson, President, W. C. Ahlgren, Treasurer, and Creighton Hill, Assistant to the President, serves to administer the plan. Under their direction all benefits at the normal retirement date are provided for. Charles Sumner, Assistant Treasurer, and the firm of Warner-Watson, Inc., engaged by Bird & Son for the purpose, serve as deputies for the committee and work with the plant superintendents in making the necessary arrangements for each individual retirement as it comes up. The committee and the deputies carry out the terms of the plan; they do not make decisions regarding amounts of retirement pay, dates of retirement, or any other retirement matter. They simply serve as the agents to see that each individual receives what has been provided for him under the plan.



Benjamin D. Rogers

B. D. Rogers Retires

Duties Taken Over by Creighton Hill

ANNOUNCEMENT is made of the retirement of Benjamin D. Rogers as Director of Personnel. Creighton Hill, Assistant to the President and Director of Industrial Relations, takes over Mr. Rogers' duties and thus heads up all the activities of the Personnel Department.

Benjamin D. Rogers

Mr. Rogers has retired from active work because of his health, but is continuing on in an advisory and consulting capacity with an office on the top floor of the Triangle Building. To review Mr. Rogers' company history is to review the entire history of the Bird & Son Personnel Department. He served as Employment Manager when this department was first organized as the Labor Bureau in 1913. In 1915 he was made Manager of the Labor Bureau and in 1935 was named Director of Personnel and elected a director of the company, which office he now holds. He also serves on the Administrative Committee.

His first employment with the company was as a laboratory assistant in the year 1907. He came here shortly after completing his schooling in Bethel, Vermont. After three years in the Laboratory he became assistant to C. S. Bird, Jr., working in the Paper Mill. He worked in the Planning Department on standards for about a year before moving into the newly organized Labor Bureau.

Department Grows

Under his direction, the department grew as the company grew. The activities of the Employees' Mutual Benefit Association, already in existence, were expanded. The Credit Union was organized and has now grown to the point where it boasts assets of over \$700,000. Plant hospitals, the safety program, employee purchases of life insurance, the suggestion system, the Bird Club, and numerous other employee services have all been developed during his regime.

Mr. Rogers is one of the founders

of the BIRD NEPONSET REVIEW and has served on its editorial board during the entire life of the publication. He was its editor until 1924 and served again as editor from 1928 to 1935. Over the years he has been very active in safety work both at the state and national level. He is now a director of the Massachusetts Safety Council and a member of the executive board of the Paper and Pulp Section of the National Safety Council.

Active in Community

For many years he was also very active in community affairs. He held a number of offices in Bird & Son associations including that of Financial Secretary of the EMBA for many years; he was very active in Boy Scout work and is one of the few local men to receive the Silver Beaver award. Mr. Rogers served twelve years on the Walpole School Committee; he was one of the founders and the first president of the Walpole Country Club, serving as president for several years. He served several terms as chairman of the Walpole chapter of the American Red Cross. He has been a member of the board of Trustees of the Norwood Hospital ever since its incorporation and also is still serving as a director of the Walpole Co-operative Bank, a position he has held for many years.

In stepping out of active management of the department he headed for more than thirty years, Mr. Rogers carries with him the best wishes of the whole organization. To quote Mr. Bartlett's words, on the occasion of Mr. Rogers' fortieth anniversary with Bird & Son in 1947:

"Bird & Son can be grateful to have had for so many years the services of a faithful, efficient, honest worker who has set an example for future generations. I sincerely trust that your remaining days will yet be many, your future labors wrought with ease, and that you will have the health and comforts to live long and prosper, which you so richly deserve."

Creighton Hill

Mr. Hill joined Bird & Son in August 1944 as Assistant to the President. He handled public relations at that time and assisted Mr. Rogers in various personnel and labor relations matters. For the past several years he has served as

President's Message

I WISH everyone in Bird & Son might have had the privilege of being at the Parker House on the night of January 5. It was a heart-warming experience to pay tribute to all the fifty-four employees who retired in 1948 under the terms of our new retirement plan. It was a pleasure to meet these people and see them all gathered together with their wives or daughters for this occasion; it was thrilling to me personally to take part in the simple but sincere ceremonies which both honored their many years of faithful service and wished them happiness in their well-earned leisure.

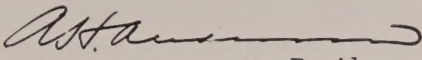
The things I said that night at the Parker House were said from the heart. In this message for the Retirement Issue of the REVIEW I cannot do better than say them again. They express, as best I can, the high regard I have for those who have worked a lifetime with the company and who are now leaving their active posts for easier and we hope enjoyable years to come.

We who remain to carry on the work and the traditions these who are retiring have so magnificently maintained in their working lives with the company, will always be grateful for the example which they have set us. If Bird & Son is a good place to work — this is because the people who work here are good.

If Bird & Son is a business institution of the highest character in its dealings and the best quality in its products — this is because the men and women who since 1795 have worked here are the best quality and the highest character. Any institution is but the lengthened shadow of a man — or of many men and women.

For 154 years these successive generations of men and women of the Bird & Son family have stayed on the job year in and year out — and have carved a steady, quiet achievement which has seen our company grow and expand until it has stretched out beyond the confines of Massachusetts into Rhode Island and Chicago, into Louisiana and Arkansas.

And in all this development, it has been the man on the machine, the woman in the shop or in the office — who has carried the torch of our success. We who are back on our jobs now are very grateful, very humble in the realization of all that these folks have contributed over the years to help make Bird & Son what it is today.


President

chairman of the union negotiation meetings and has devoted his time almost entirely to union-management matters.

Previous to coming to East Walpole, he had been with the Babson organization for twenty-one years. Part of the time he was editor-in-chief of the Babson advisory business service, and for eight years he was director of the Washington bureau of the Babson organization.

Mr. Hill's early career was in the

newspaper field as a reporter on the *Boston Herald* for five years right after graduation from the Boston Latin School. During this time he took courses at Boston University and later at Boston University Law School, from which he graduated

and was admitted to the Massachusetts bar. During the five years preceding his joining the Babson organization he served as publicity director for the Boston Chamber of Commerce and was editor of its publication, *Boston Business*.

Roster of Those Retiring at Year's End (Concluded)

PHILLIPSDALE R. I. FELT MILL

Willie Banks, 8032 East 23rd Street, Westminster, California after retirement. From Feb. 6, 1910, at Phillipsdale R. I. Felt Mill, first as Electrician. 1915, Operating Engineer. 1916, Assistant to Master Mechanic. Since 1920, Master Mechanic.

George W. Hawley, 61 Fifth Street, East Providence. From May 3, 1918, Chief Engineer at Phillipsdale R. I. Felt Mill. Since 1948 in a consulting capacity.

Lewis Jennings, Logan Street, Swansea (Mass.). From Nov. 12, 1927, Loader and Rewinder Operator in Shipping Room at Phillipsdale Plant.

CHICAGO ROOFING PLANT

John Dexter, 7225 Harvard, Chicago. From April 12, 1925, No. 1 Machine at Chicago Roofing Plant. In 1928 to Cleaning Department. Since April 1936, Night Watchman.

BERRY ASPHALT COMPANY

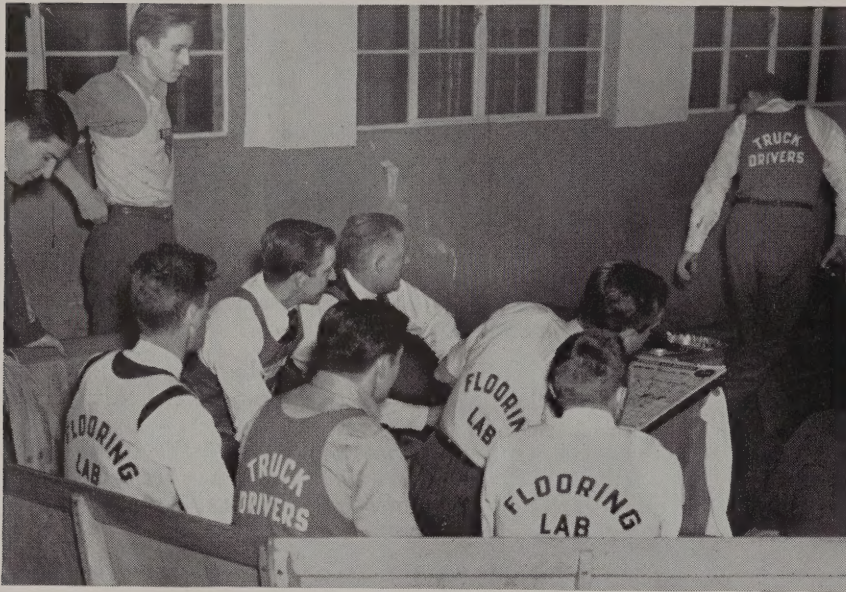
Joe Boswell, Waterloo, Ark. From Dec. 9, 1931, Cleanup Man at the Waterloo Plant, Berry Asphalt Company.



Creighton Hill

Bird Club Season in Full Swing

Monte Carlo Night Features January Program



Now you know which team is bowling which. Representing the Flooring Lab and the Truck Drivers we find: standing at left, Bob Grover and Pat Curran. Going around the circle counter-clockwise: Francis Howe, James Barnes, Larry Hewins, Frank Purpura, Everett Fuller and Ed Phillips. Henry Meyer is bowling.

Jerseys Add Color to Bowling League

By DICK SPRAGUE and JOHN HUTCHINS, Co-Chairmen

THE Granule team continued to lead the bowlers in the Bird Club Men's League at the end of the twelfth week. Flooring Shipping was second with Roofing Shipping, Flooring and the Flooring Lab closing up the last three places among the top five.

The jerseys with their contrasting colors are a hit. As one witness has it: "From all reports it was a very colorful spectacle watching the bowlers from up back." See picture.

Turkeys at both Thanksgiving and Christmas were happily split among all three plants. November winners were Edward Knaus from East Walpole Maintenance, Larry Hewins of the Flooring Laboratory and Rocky Grasso of No. 1 Roofing Machine. The Christmas turkey roll-off sent home the national holiday bird to the following winners: Romeo Valerio, No. 1 Box Shop, Frank Shumski at Mastic Floor Covering Dept., and Herbert Granlund of Insulated Trim at Roofing.

Flash: Frank Shumski's 340 for high three-string knocks down Roslauskas's long-standing 330. Didick's 138 for high single still stands.



Jerry Chisholm of the Roofing Granules is one of the Men's Bowling League topnotchers. We guarantee the ball did not stop for long where the camera caught it.

Solids Lead Girls

By PAT McDONALD, Chairman

CAPTAINED by Louise Wozniak and completed by the two Julias, Notarangelo and Alukonis, plus Jennie Mike and Catherine Bellew, these Solids are still whizzing along at the top of the pile. They were already six points ahead of the second-plac-

ing Bullet Heads in December. Close behind in third position were the Shifties, followed by the Lucky Five and the Mix-Ups.

At both Thanksgiving and Christmas two baskets were given away. One went to the straight highest scorer and one to top place winner, counting handicap. The Turkey-Day prizes were won by Julia Notarangelo and Alma Walsh, while Yuletide baskets were taken home by Mary Bannon and Evelyn Balduf.

As we go to press Betty Kugel still holds the high scores for the year — 114 for single and 293 for three strings.

"Place Your Bets Here,"

Ladies and Gentlemen

EVER wonder how it feels to have a million dollars? Did you ever want to take fifty grand and blow it in one night?

Here's your chance.

The Bird Club's Monte Carlo Night at the Norwood Elks Club will let you get rid of all your gambling inhibitions. It's all make-believe, of course, since the money is fake; but think of the fun when you don't care if you drop a thousand dollars in twenty minutes!

You exchange your admission ticket when you come in for a stack of "bills." Then you go to town. On the veranda will be set up tables for the lovely ladies and gallant gentlemen who wish to try their luck at dice games, twenty-one, or on wheels of chance. At the end of the evening prizes will be awarded to the winners of the greatest fortune. Who knows? Maybe you'll be a millionaire-for-a-night!

Throughout the evening there will be dancing. In the intermission a novelty entertainment will be put on for Bird Club members and their guests.

The date is January 28. The time, 8:00 P.M. Joe Coburn and his Entertainment Committee promise a gala evening.

See page 15 for pictures and story on Children's Christmas Party.



\$1,000 is a thousand dollars in any man's language. Charles Anthony of Phillipsdale discusses with the Administrative Committee the two-way value of good suggestions. He has just received his check for \$1,000. Seated, left to right: D. S. Lowry, A. H. Anderson, the Winner, P. I. Knight. Standing: B. D. Rogers, E. L. Chamberlain, Creighton Hill, W. C. Ahlgren, H. S. Hanna, F. P. Reynolds and H. E. Sawyer, Jr.

Anthony Wins \$1000

CHARLES ANTHONY, Machine Tender on No. 1 Felt Machine at Phillipsdale and his plant's Union Secretary, hit the suggestion jack pot last month. He received a check for \$1,000.00.

The award was presented by President A. H. Anderson at the Administrative Committee meeting, Monday morning, December 20. This is the largest single award ever to be paid at the Phillipsdale Plant and the largest paid by the Suggestion Committee to date in 1948. Charlie received the hearty congratulations of the entire committee.

Mr. Anderson commented on the high quality of the suggestion and said he hoped that Charlie might be able to come up with one or more suggestions like this every year from now on. If he or anyone else did, the company would be only too happy to pay for them, he added. Mr. Anthony thanked the committee for their generosity and said that he hoped that this might be the start of a flood of big money winners.

His winning suggestion, "Run Flooring Screen Tailings Direct to Settling Tank," was not a complicated idea but a simple method of making a real saving in waste. As pointed out by Superintendent Paul Knight, anyone might have discovered it if he had thought about the problem as Anthony did. It

saves several tons of stock per day when flooring felt is being run.

Maybe the other suggestions for December were not all big money winners. But they did come flooding in to the total of thirty-three. Last month in comparison there were nineteen accepted suggestions.

Next month will tell the story of who won the Best Suggestion of the Year awards. All awards having been doubled, the Best Suggestion gets \$200; second, \$100; and third, \$50.

December Awards

\$10 AWARDS

*William E. Angus, FBM
*G. B. Brown, FSM
G. E. Couture, EM
Fred Matthews, DPM
John Mattson, FBM
Antonio Tirocchi, DPM

\$5 AWARD:

Ed L. Bailey, Jr., FSM
**Arthur Baldof, FBE
John Buckus, FFV
Leo J. Clarkin, FFP
†John Conley, DPE
Michael V. D'Espinosa, FFT
John M. Down, FFR
Richard H. Ellis, FFV
William J. Gecawich, DPB
*Harold H. Hyde, DPR
Cyril O. McCue, FFN
Andrew J. Malacaria, FFP
John Regan, FBPM1
Russell Richall, FFR
Wesley L. Scofield, DPB
**Everett W. Seavey, FXR
Fred P. Turco, FBPM7

Nelson A. Urquhart, FFP
Richard I. Walker, FXV2
Joseph Watkins, FBPM9
Herman Wauhkonen, FFT
Urho Wiik, FBPM7
Steven D. Wilson, FFC

*Additional award of \$10 for five accepted suggestions.

**Two accepted in this class.

†Three accepted in this class.



Get First Aid
EVERY TIME

Bird Chemists Convene in Boston

Talks Cover Changes in Related Fields

ULTRASONIC waves, the utilization of mill waste, psychology, and the preservation of railroad ties were some of the scientific problems aired before our chemists at their recent annual meeting.

Gathered at a Boston hotel on December 3, Bird & Son chemists were meeting in a body for the second successive year. Leading off the afternoon program, Frank P. Reynolds, Director of Research, presented his men with a challenge to win one of the company's \$1000 Business Builder suggestion awards.

He pointed out that while chemists are not eligible for most suggestion awards, they can compete for this special Business Builder prize. Assigned problems are part of the job and achievements in line of duty are ineligible for awards. However, that still leaves the big field of really new ideas wide open for the chemists as well as other Bird & Son employees.

Specialists Report

Chief Chemists Sallie, Barker, Bailey, Chamberlain, Potter and Sarrett tackled the ever-present waste problem, each one discussing it as applied to his own plant. Fifteen-minute talks were given by John Crowe on tie pad development, Wylie G. MacIvor on horticultural products, Homer J. Sarrett on Berry Asphalt products and Francis X. Ferney on products of Bird Machine Co.

Waves for Paper Machines

Guest speaker Glenn Roundy, Assistant to the President of the Ultrasonic Corporation, Cambridge, Mass., discussed the production and use of ultrasonic waves. These are very short sound waves used commercially to precipitate fine dust (carbon black and limestone, for example). Bird & Son chemists were especially concerned with experimental work the Ultrasonic Corporation is doing on the use of these waves to dry paper on Fourdrinier machines and to increase the penetration of saturants into felt.



Chemists and Chemical Engineers concentrate as associate gives report.



F. P. Reynolds, Research Head, challenges chemists to compete for Business Builder suggestion awards.

Following the dinner Dr. Willem J. Pinard, Associate Professor, Department of Psychology at the Boston University College of Liberal Arts, captured the attention of his fellow scientists with his talk on psychology, using many of his own experiences as illustrations.

This gathering of chemists from Bird & Son and the affiliated companies, Berry Asphalt Company and Bird Machine Co., served once again to familiarize the men working daily in specialized fields with their fellow chemists' problems and with the business as a whole.





Members of the younger set grin happily. Flash bulb artist Elsie Bowden catches them sitting down for a moment at the Office Christmas Party, Parker House, December 18. Left to right: Tony Ciannavei, Regina Cotton, Jean Cronin, Lillian Gianetti, Wally McGrath. In back, Mary Nicastro.

Season to be Jolly

Take a number of pleasant people
Feed well
Place in a spacious, comfortable room
Sprinkle liberally with Christmas season
Add music, gay or dreamy
STIR CONSTANTLY.

And there you have the recipe for the wonderfully successful Office Christmas party, held at the Parker House, December 16.

From fruit cup to the last dance things were humming. In fact a quartet not only hummed but sang several tried and true selections. Lou Harriman, Bill Walker, Roger Anderson, and Chester Andrews offered "Deck the Hal," "Kentucky Babe," and several other numbers, accompanied by Bill Grazado at the piano. The quartet didn't quite bring down the house — but almost — when they dedicated "Let Me Call You Sweetheart" to the crowd's best-known engaged couple, Welthea and Howard. It is reported that the men immediately set about bestowing appropriate congratulations on the lady; while the girls all gave Howard their warmest good wishes.

Vin Perry's band, which included not only Bill Grazado but another Bird & Son man, Frank Molinari, played practically an all-request program. Among the old-time waltzes

was the delightful favorite, Strauss's "Tales from the Vienna Woods." In a more modern vein the orchestra beat out music for a weaving, waving conga line, started by the bravest and soon joined by even the most reticent reveler.

The next morning, it was still a wonderful party.

Office Mixed Bowlers Hit Full Stride

By ALBERT ECKERT, Chairman

ANOTHER successful and enjoyable mixed bowling party took place on December 2 at the East Walpole Bowladrome.

Prize winners were:

Girls' high single: Elsie Storkfelt, 108

Girls' high three string: Bernice Potter, 272

Men's high single: Charles Makarevich, 104

Men's high three string: Norman MacDonald, 288

Team standings:	Won	Lost
8 Ahlgren	9	1
4 Readcl	9	1
1 Erker	8	2
7 Bonnyman	5	5
5 W. Anderson	3	7
6 Whitney	3	7
3 Rambeau	2	8
2 R. Anderson	1	9

Next month we shall report the match of January 6th. The race for top honors is on. Competition is keen, and as we roll along matches will become more interesting. With Teams 8 and 4 tied, something is bound to happen to upset one or the other.

It's Up to All of Us

"WATCH this space. . . ." Something new has been added at our bulletin boards. By this time, every Bird worker has seen the first of the new series of posters. You can't miss them — and you won't want to. They are big, colorful, and to the point.

Each week, at places selected throughout the plants and offices, these big four-color posters will carry messages about our business. They will explain what makes it tick, how we can help make it tick, and the consequences that will result if it stops ticking as it should. They'll tell us in words we can understand how a business operates and how we can work together to make our business good.

Competition in business is coming back fast. In our Paper and Box Divisions it has been evident for a good many months. We saw it return suddenly to the Roofing Division just last month. We are not the only ones making paper, building products and floor coverings. The more we can learn about how to produce these products in competition with everyone else making the same products, the better Bird & Son business will be. And what is good for Bird & Son is good for all of us individually.

WATCH THIS SPACE. Each month we shall produce here the posters which have already been displayed in your plant or office. Watch for the posters, and,

WATCH THIS SPACE!

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
HARRIET PHALEN
MARJORIE PYNE
DOROTHY McEENEY
JULIA LEWIS

Glad to see Ernest Coleman back at his desk again after his long sickness.

Gertrude MacDonald of Stenographic has now moved into her new home at 31 Park Lane, E. Walpole.

A rash of gorgeous Christmas diamonds blossomed forth Monday, the 27th. Blanche Walukevich, General Accounting, Marion Seastrand, Stenographic, Ellen Dray, Credit Union, and Annabel Cobb, Building Materials Sales, are the envied damsels. Beating them to it by a few days, Katherine Kane, Files, announced her engagement to James Roe of Sharon by wearing her beautiful diamond ring.

The particulars: Blanche is engaged to John Libertowicz of Norwood. Marion's young man is Eddie Lewis of Dorchester; while a former Navy man from Brookline, Weston E. Smith, is Annabel's intended. Ellen can't be accused of falling for a uniform, even though her Francis Burke is a State Patrolman. She went with him when he was a Bird & Son employee in the East Walpole Stock Transfer Dept.

Welthea Smith, who resigned her position at the end of the year, becomes the bride of Howard Hanna at her mother's home, Poughkeepsie, N. Y., on January 15. Her dress is sapphire blue crepe with hat to match and she is wearing orchids. Welthea chose as her only attendant her sister, while Howard's son, James, is his father's best man. Following the noon ceremony for the immediate family only, they are having a wedding breakfast. Mr. and Mrs. Hanna will be at home at 92 Lewis Avenue, Walpole, after a month's trip south. Their wide circle of friends at Bird & Son wishes them both much happiness.

Al Hargreaves late this fall moved from Hyde Park to Monroe St., Dedham.



"Upper Manhattan," Helen Shimsky's fine entry in the Vacation Picture Contest. Helen is a clerk in the East Walpole Maintenance Department.

Just before the holiday the girls in Cost Accounting had their annual Christmas party. The Town House put on the best supper of all and the girls enjoyed the gifts and jokes. The whole dining-room appreciated the Bird crowd's singing of Christmas carols.

Evelyn Wadleigh spent part of a late fall vacation in New York City.

We are glad to hear that Phyllis Coffin's daughter, Shirley, is making a fast recovery after a recent skull fracture.

Ruth Perkins, Purchasing, and Sabina Costello, Building Materials Sales, both spent some time during December in the Norwood Hospital. By Christmas, however, each was able to be at home.

Wally McGrath, recently a Messenger, signed up for the service and by now should be perfecting his salute way down in Texas.

Bessie Hubbard's farewell party at the Lafayette House on the highway was a great success.

Not only Bessie, but all her department, enjoyed the informal dinner, given in honor of Bessie's many years at Bird & Son. Bessie retired at the end of the year.

Pleased as punch and trying not to show it was Warren Anderson when he passed out candy and cigars November 18. This was a welcome to his new son, Kenneth Warren. He is just what the Andersons ordered, for they already have a little girl.

One look at Pauline Ransow and Julia Lewis and the answer is there. They like their new work in the Treasurer's Office. And the Treasurer's Office likes having them.

Supper followed by parlor games featured Henry Davis's house-warming in Westwood before Christmas. Members of Henry's department brought a table lamp as a gift for his new house.

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	DOMENIC MCKENZIE
FRANK NYBORN	JACK HOLLIDAY
GEORGE LAMORE	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINETTE PETRONI
EDWARD POWER	

Ralph A. Wilkins has been out sick for several weeks with a dislocated disc in his back.

Eddie Costello's wife, Catherine, has returned home from the Carney Hospital after a recent illness.

Members of the Main Mill Laboratory attended the annual meeting of Bird & Son chemists, December 3, at the Hotel Puritan. They were Earl Fuller, Frank Nyborn, Edward Costello, William Stillman and Hermon Barker.

Bill Stillman is one of the many fathers who gets more kick out of playing with toy trains than his youngsters do.

We are sorry to hear of the serious illness of Jenny Wasilunas's father.



O du schoene puppydogs! Here's a basketful of young A. K. C. registered dachshunds fit to warm any dog lover's heart. For further information, see Jim Maguire, Box Salesman.



Pvt. Leon Morrison with his bride of a month, the former Marie Clewinska of Furth-Bayern, Germany. Leon's the son of Fred Morrison, employed for many years at No. 2 Box Shop. Leon and Marie are in the U. S. A. now, and Leon is a civilian again.

John Hayes's daughter, Carole, has long since progressed from the ice cream only stage to more solid fare after having her tonsils out.

New resident of Norwood is Earl Fuller, who has moved over from the County Seat.

NO. 1 BOX SHOP

JOHN P. WALSH
BARBARA GREEN
CATHERINE BELLEW

FRANCES FAHEY
EDWARD PADUCK
HENRY JOHNSON

Corrugated Cases Dept. extends a belated welcome to Robert Bothwell.

Louise Aslin is the proud owner of a lowboy hope chest, a Christmas present.

Twins, one of each, were born to Mr. and Mrs. James Avery on December 22.

Bob Hood, Jr., and Frank Hemmer both have "new" 1940 Chevies.

Who says you can't find an apartment? Charlie Campisano got a beautiful eight-room place in Canton. Or isn't that an apartment?

Howard "Bullet" White received a set of matched irons for Christmas to go with the woods given him last year. His department is going to have him playing par golf all the time.

Henry Doudie gave a wonderful Christmas present to the folks back home in Scotland. Himself. He was due in Aberdeen Christmas Eve. Henry, who has taken a combined vacation and leave of absence for this trip, plans to come back sometime in February.

Ed McDonald received word that his brother in Ireland had passed away. We extend him our sympathy.

Andy Center recently became grandfather to twin girls.

We are glad to have Benny Maini back after his long illness.

The Solid Fibre Cases Dept. gave themselves a Christmas party at the 400 Club in Easton.

Bill Downing spent part of his vacation Christmas week in New York City. Another late-season vacationer was Lorraine Olson.

New daughter to Jimmy and Mildred Nickerson, December 31, at the Norwood Hospital. Nancy Ann weighed 9 lbs., 9 ozs. Congratulations!



Catherine Brady, No. 2 Box Shop, stands outside a famous eating place in California, for her picture. This is Knott's Berry Place, Buena Park, one of the many famous places Catherine visited on her recent vacation trip.

NO. 2 BOX SHOP

ELNA GOTTBERG
A. D. SMITH

MARGARET KASKI
BERTA KUGEL
BARBARA COYNE

New York seems to be a favorite spot for late vacations. Elsa Gottberg reports a wonderful time down there on hers.

Now that Kate Collins is to be a lady of leisure, what will her department ever do without Kate's daily paper?

Fred Morrison really was surprised last month when his son cabled him from Germany announcing his marriage. (See picture of Pvt. Morrison and bride.) Pvt. and Mrs. Morrison arrived in East Walpole just before Christmas, flying over from Germany.

Louise Driscoll is back and her arm is getting better.

Eddie Maloof had a raffle ticket. The raffle was run. Eddie has a '49 Plymouth.

We send our sympathy to Ambrose Fitzpatrick on the death of his brother.

Ed Scanlon has been home with a leg injury he received in the shop, but is reported to be progressing well.

Glad to see George Docar back to work.

Best wishes for wonderful vacations to both Madaline Florest and Bill Doucette.

Now that Bob DeFlaminis has moved into his new house, his friends are looking forward to a housewarming.

Christmas cards from California came addressed to No. 2 Box Shop from a couple of old friends, Ann Karshis Jenkins and John Paza.

Mary Thomas, back from Florida, took in the Orange Bowl game while down in Miami. We hope you cheered for the Brockton High football team rather than the Miami boys!



Frances Ferrara became the bride of William Fahey, September 19, in a ceremony at St. Catherine's Church, Norwood. Both the bride and groom work at No. 1 Box Shop.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

An engagement of double interest is that of Dorothy Dargan in the Plant Office to Thomas O'Toole of Shipping. The rumor went around that Tommy was going to give a certain young lady a diamond for Christmas. And sure enough, Monday morning Dorothy came in wearing Tommy's sparkler.

Bill Price engaged in a financial transaction with Ralph Kemp, emerging with a 1935 Ford, in which he began to appear after January 1.

Welcome to Harry Conant of Framingham, Northeastern Co-operative Student, who is alternating in the Lab with Forrest Clark.

Frank Malacinski was out several weeks following an automobile accident and Walter Prebis has been laid up with a bad case of mumps, of all things. It's no laughing matter, Wally, really.



Mr. and Mrs. Martin Saulen (Mary Fitzgerald) were married September 4 at St. Mark's Church, Dorchester. Following a reception at the Hotel Sheraton, Boston, the couple went on their honeymoon to Canada. "Minty" is employed at No. 2 Box Shop.

of view have played an important part in the progress of the Bird organization.

"Ever since he came with the company he has been especially interested in the human relations aspect of the business. He has studied labor relations in all their various channels of activities. He founded the Labor Bureau and the NEPONSET REVIEW. He has constantly maintained an interest in the welfare of the company's employees and he has been an important factor in our various benefit plans. Ladies and Gentlemen, fellow-employees, I give you our friend and co-worker — Charles Sumner Bird.

Mr. Bird said, "It is a great pleasure for me to see so many of my old friends about and I am very glad to be here to pay tribute to you all in recognition of your long, faithful and conscientious service. Without your help and that of a great many others who, like you, gave the best of their lives in our interest, we could not have successfully carried through the many changes in character and methods of manufacture which have marked our progress during the past forty years. It is with affectionate memory that I think of many men with whom I enjoyed close friendship and whose long service so sincerely given still

radiates in a spirit that somewhere and somehow lives on.

First Job

"After graduating from college and a year of study abroad, I came into the mill at East Walpole in June, 1906 to work through each department. My first job was in what was called the No. 1 Sorting Room. Tom Maguire was our foreman and my companion at work was Jack Hale. I am sure that many of you remember his genial qualities, and in the hot summer months at a work which was quite new to me,

The group gathered for the banquet at the Hawthorne Room, Parker House.



he was gay, entertaining and consoling."

Mr. Bird then described several hot, laborious and slow processes at the Paper Mill which were being used when he came in and which subsequently through his efforts and the efforts of the men who worked under his direction were entirely changed so that a better product was made more quickly and with less effort:

He said, "I do not think one could find young men, and I would not blame them, who would be willing to stay on some of the jobs on which the tough men of the past worked most of their lives. Life

was harder in years gone by and men were used to the difficult and hard work which they did without complaint. It was only the sincere cooperation and loyal help of a great many fine men in our organization that made it possible for us to make these changes as quickly as we did and with complete success.

Recalls Old Workers

"I can think of men of a past generation who were at work when I first came to the mill — George Lewis, who for fifty years ran the No. 3 Machine and had as his only

assistant for a long time Mary Landy, a sister of the well-known Bill Landy, who also worked with us for most of his life. He was an entertaining person in many ways: always had a good horse which he used to race on Saturday afternoons in the trotting races which took place on the main highway before the days of macadam and asphalt. I remember well some of these races in which Bill Landy and J. B. Hanscom (who was an enthusiast in this) both took part. For over fifty years Clinton Bagley (whose house is now the office of Hollingsworth and Vose, and who had a splendid record in the Civil War) was in charge of



our Cartridge Cutting room. Things went slower in those old days and everyone knew each other more intimately."

Mr. Bird recalled other men of that time — Bill Crowley, Tom Lavin who for over forty years drove one of the double team of horses, Carl Schaier, Paper Machine Foreman for many years, who during all his long service never missed a day or a Sunday night start-up, in the days when it was the custom to begin the first tour at midnight every Sunday. Mr. Bird also recalled Johnny Maguire, Jim Smith, the Knaus brothers, Jim Geary, Tom Graney, Andrew Urquhart, Jack Smith. He said, "All of these were friends of mine and they were loyal, co-operative and helpful just as were Frank Fisher, Tap Geary and Jack Spillane (still at work) and a great many others who have given their service to us just as you have."

Mr. Bird then traced the history of the company from the time when his great-grandfather started a small mill in Needham in 1795. He pointed out how the three generations of papermakers had always plowed back the major portion of the company's earnings into the business so that jobs would be made more secure.

Good Tools - Good Workers

"There is no fun in working for a business that is unsuccessful" he said, "and the only way a business can be progressive is to keep up to date — which continually demands finding new tools, new products, new methods of manufacture and distribution of products and steady investment of new capital. . . . Although the use of earnings in providing us with new tools was essential, nevertheless, we could not have been as successful as we have without the loyal support of a splendid working force who gave throughout all our many years of activity their best to our interest without stint or favor.

"There is no fun in growing old but if a man can learn how to properly judge and value the gifts of our material civilization, he can find in his old age happiness in new activities. May you enjoy a peaceful mind, good health and many happy years to come."

The Yankee Spirit

In introducing the next speaker, Mr. Anderson said in part:

"It is often said of Bird & Son that it is a typically Yankee organization. In its proper sense, the Yankee spirit is a rare blend of conservatism and daring, of thrifty caution and bold inventiveness, of copybook maxims and untrammelled originality and imagination. If there is one man over the years in the Bird organization who in his person exemplifies these Yankee virtues of simplicity and forthrightness, of individual conscience and genuine social values, that man is the speaker whom I am now going to call upon. He, too, is a fifty-year-plus member of the Bird & Son organization, having joined Charles Sumner Bird, Sr. as a very young man in 1898. He has come a great way since those first days so many years ago. For many years Sales Manager, he became President of the company upon the death of Mr. Bird, Sr., in 1927 — a post which he held for eight years. He still remains a most important and influential guiding force as a Director of the company and a member of the Executive Committee. He is the type of man whose interests are never confined narrowly to the sphere of business. Gentlemen, I take the greatest pleasure in intro-

ducing to you our former President and present friend and associate, Philip R. Allen."

Philip R. Allen Speaks

Mr. Allen commented on the fact that it was twelve years ago that he had retired and then went on to say:

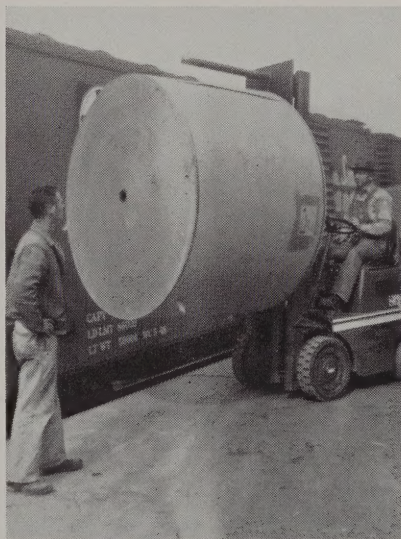
"It is time somebody expressed some sympathy for you people who are retiring and I am going to do it because I have been through it. You are going to hate it for a while. It took me a long while to decide to retire as President of the company. I decided that it was a perfectly good thing for the boss to let somebody else come up from down below, otherwise there isn't very much chance for the office boy to be President. But it took me three months really to resign. I did and I have never regretted it, although it does take you some time to get adjusted.

"This evening I came here feeling fairly young, then I met Frank Fisher. He said that he was probably the oldest man in the Bird & Son organization who knew me, and that made me think a long while. I have had many reminiscences run through my mind as I sat here, and I am not going to bring any of them up because I promised Mr. Bird a year or two ago that I would try to write up some of them. I am going to do this and if I should tell you any of these incidents now, it would spoil the sale of the book!

Great Satisfaction

"The advice I have to give you is the advice of an old man. I am glad I am ahead of Mr. Bartlett because I don't want to spoil his speech. We should take great satisfaction in having come through this terrific upheaval that the world is going through, with Bird & Son being successful enough to start a very fine plan of pensions. I think you all deserve to share the credit and I can only hope that you will get as much from your new hobbies and your new work that you may take up as I have found in the past twelve years. It was a great joy to be here tonight and I wish you well."

After reading congratulatory messages from several members of the Board of Directors who could not attend, Mr. Anderson presented the



D. L. Oliver, Jr., Felt Handling Foreman, watches jumbo rolls of felt being unloaded at Shreveport. A new ramp had to be built to unload these rolls over six feet high. Dick Potter tried some of his trick photography by taking the picture and being in it too. Best you run faster next time, Dick. You almost didn't get in!

final scheduled speaker of the evening, Elmer H. Bartlett, as follows:

"And I now come to a portion of my task which gives me a very special sort of pride and pleasure. Perhaps I ought rather to say that I feel very humble in the privilege which is mine in introducing this friend and neighbor of all of us.

"True greatness, genuine character in a man expresses itself best when it expresses itself simply. We hear it said of someone 'he has the common touch' and we know what is meant without any further description. Our next speaker has indeed the common touch. I could go on at length and tell you of many incidents about him but they would only embarrass him and they are not needed in this company, all of whom know him so long and so affectionately. Anyhow, anything further I continue to say only delays the pleasure which we are all going to share when we listen to our venerable dean, the grand young man — and I mean young in every sense of the term — of the Bird family — Elmer H. Bartlett."

Mr. Bartlett's Remarks

Mr. Bartlett expressed his pleasure in being able to be present:

"I didn't think I was going to be able to get here because I am still under the doctor's care, and whenever I say that, people ask 'Who the devil is your doctor?'

"You have had a splendid historical sketch by Mr. Bird and we also had a good review by a Yankee. You are now gazing upon a real old antique, Cape Cod Yankee, who became the office boy in 1885. Bird & Son was not Bird & Son in 1885 but Mr. George Bird started it as a personal business in 1795 and it has been my pleasure to work with every one of the heads of this business since his death.

"When I thought I couldn't be here I wrote a little spiel and I am much better reading a spiel than giving an extemporaneous one so I am going to read this.

"I wish to extend my sincere felicitations to every one present at this reunion and to express my feelings in behalf of our grand old institution of Bird & Son, for the faithful, efficient and co-operative spirit you have shown for these many



Jack Broadley, smiling broadly, of course, at the camera, was given a little surprise by fellow welders Billy Doyle, John Glebus and Ed Wisniewski in the shop one day before his retirement. Jack is holding packages containing smoking equipment. (See roster, page 2.)

years from the very beginning of your labors to this retirement date. May you all have the health, courage and comforts of life to carry on to the end of time which you so richly deserve.

"The change you are now making from the active duties you have done so long may become a problem with some, especially those who never planned some kind of recreation or hobby, beneficial to mind and body, when not over-done.

Good Advice from An Octogenarian

"Some twenty years ago I wrote an article, 'What will we do with our spare time?', which I will gladly loan to any one interested, but for the immediate, having reached the octogenarian stage, perhaps I can give you personal advice; *first* check up on your health several times during each year and follow a good doctor's recommendation, that you may live right, play right and be temperate in all your doings, then follow along with those inclinations of long standing you have had as to reading, gardening for both vegetables and flowers, or carrying out mechanical schemes, which are genuine prescriptions for longevity, for your health, comforts and joy throughout the sunset of life.

"My heartiest congratulations and highest esteem to you all."

Mr. Macomber's Story

Just before closing the meeting, Mr. Anderson presented John R. Macomber, a member of the Board of Directors, who told a good story about a friend of his who had retired. He had been an active man but gave up not only his own business but several directorships and trusteeships and went out to his little farm to spend the rest of his life. A few months later, Mr. Macomber met him and asked him how he was getting along.

"Fine," he said.

"But what do you find to do on that little place?"

"I stay in bed until noon and then I get up and have a leisurely breakfast; then I glance at the morning papers and if I don't find my name in the obituary column, I go back to bed!"

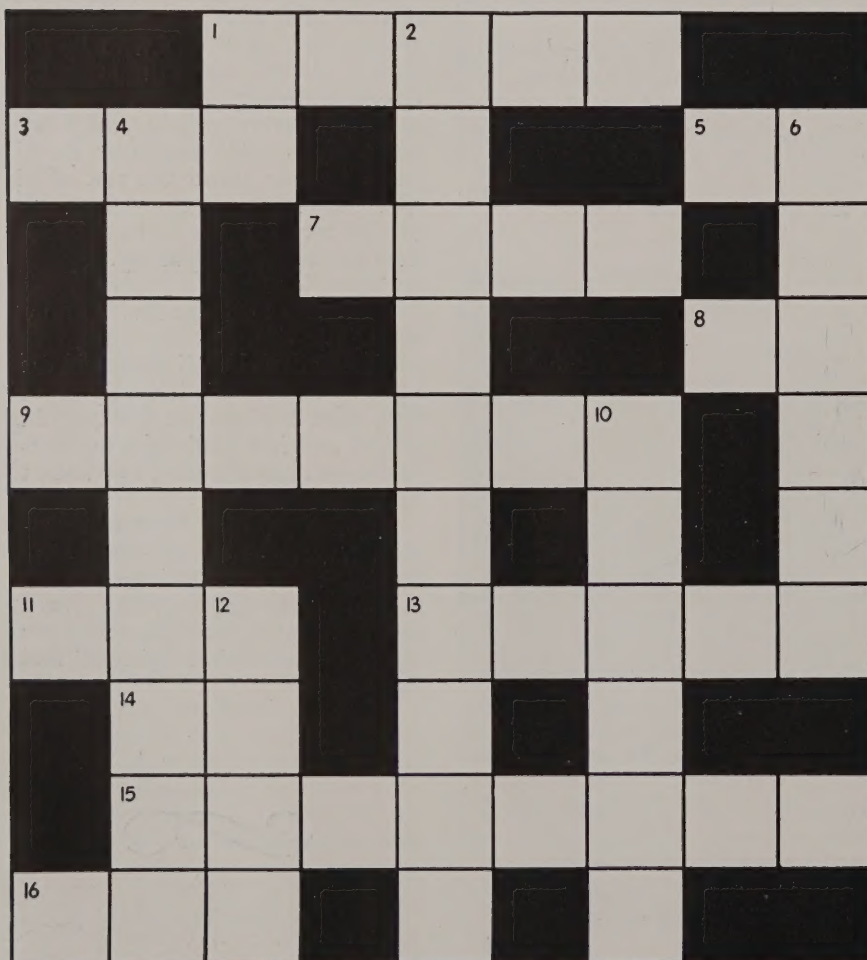
In closing, Mr. Anderson again paid tribute to the wonderful contribution made by this group who have devoted their working lives to the company's interests. The evening closed with the singing of "Auld Lang Syne."





Harold Hale of Flooring sent in this interesting picture for the REVIEW's recent Vacation Picture Contest. This shows one of the many semi-tame bears which may accost travelers in Yellowstone National Park, Wyoming.

Figure This One!



Two Roofing Men Guests at Dinner

PAT REARDON and Victor Konal-ski of Roofing Shipping, who retired December 31, were guests of honor at a department party December 18 at Hennessey's 101 Ranch.

Before the dinner got under way, Joe Roslauskas made a brief speech expressing the warm sentiments of all. Then Joe presented Christmas-wrapped packages to the two men. For each there was a silk dressing robe and a pair of leather slippers. Pat also received a sports shirt, while Victor found he had a new cigarette holder and cigarettes.

John Pratt, Union President, said a few words and gave each man a cigarette lighter on behalf of the Union. Whereupon Pat and Victor both responded amid great applause.

Joe Roslauskas announced that similar gifts had been presented to Frank Heinonan, who had already retired because of poor health. He brought the message that Frank was much pleased and wished to be remembered to all the old gang.

Key to Puzzle

(Solution on Page 29)

Across

1. Slang for money
3. How your Savings Bonds get after ten years
5. How things are looking when you invest wisely
7. Where to ask about the Bond-A-Month Plan
8. Exclamation of pleasant surprise (uttered as savings grow)
9. You get back four of these for every three you put in — with U. S. Savings Bonds
11. You'll be driving a shiny, new one of these
13. The best time to start saving with U. S. Savings Bonds
14. Add "N" to this to get number of years for bond maturity
15. What makes U. S. Savings Bonds grow, in a handsome way
16. What you should do now about this money-making plan

Down

1. Make this your future address: "Easy —" (abbreviation)
2. All U. S. Savings Bonds are
4. What saving is, this easy way
6. With the Payroll Savings Plan, you get "Money that grows" on this day
10. What people become when they invest unwisely
12. Bond owners won't worry about this in years to come

On Tour With Bird & Son Directors

Shreveport, Arkansas and Chicago Locations Covered in Week's Visit

MEMBERS of the Board of Directors on November 29 visited the Shreveport office and mill, meeting the employees and acquainting themselves with our operation and procedure. These directors included Messrs. C. S. Bird, A. H. Anderson, E. L. Chamberlain, W. C. Ahlgren, B. D. Rogers, Perkins Bass, F. K. Becker, President of Bird Machine Co., and H. B. Pullar, President of Berry Asphalt Company. A. T. Van Pelt, Vice-President of Berry Asphalt Company, was also one of our visitors. All of them we had the honor of entertaining at dinner later that evening. It was a great pleasure to meet these gentlemen. We all hope that their visits to Shreveport can be more frequent.

Another member of the board, W. R. McNeil, unable to make the trip earlier, came to us see a week later. These many guests made November an interesting and exciting, although somewhat busy, month.

Head North

Following the day at the Shreveport Plant, the directors motored to the Stephens Plant and Magnolia Office of the Berry Asphalt Company. On the way they visited the National Paper Mills at Spring Hill, where one of the largest and newest Kraft mills in the country is in operation. The next day the group visited the Waterloo Plant, going on to Hot Springs for over night. On Thursday, the final day in Arkansas, they visited the Glenwood Plant. They left by train from Hot Springs for Chicago that night.

Welcome to Chicago

THE Chicago Plant was honored on December 3 with a visit by nine members of the Board of Directors of Bird & Son. They included Messrs. Charles Sumner Bird, A. H. Anderson, W. C. Ahlgren, W. R. McNeil, Perkins Bass, B. D. Rogers, E. L. Chamberlain, F. K. Becker of Bird Machine Co. and Harold B. Pullar of Berry Asphalt Company.

An inspection of the Chicago Plant was made under the direction of W. W. Wilson, J. G. Trontell and Erich

Gach. For some of the directors it was their first visit to the Chicago Plant; for others it was a chance to renew acquaintances and talk over past events. Mr. Bird recalled the days when this plant was but a few years old. He spent two years helping to re-condition and rebuild the roofing machines and allied departments. While touring the plant the directors stopped often to talk with such old-time friends as Joe Blosky, Jimmy Scott, Bill Bennett, Marshall Meyer, Ernest Grosscup, Raleigh Stearles and Joe Catellier.

Dinner at Shoreland

That evening the dinner given at the Shoreland Hotel was attended by all foremen and department heads. The story of the past, present and future of Bird & Son was discussed. One of the highlights of the dinner was Hal Pullar's story of how he first became acquainted with Bird & Son on a consultant basis and later returned as one of the Berry Asphalt key men. Fritz Becker's story of some of the funny experiences during his regime as head of the draft board in the Walpole area climaxed a series of yarns.

Bird & Son, Chicago, was glad of this opportunity to welcome the directors.

Reading from Top

Combining business with pleasure on their recent tour of western Bird & Son locations, the Board of Directors sit down to dinner with Shreveport department heads and foremen.

Messrs. Pullar and Van Pelt escort visiting directors around the Stephens refinery. Left to right: E. L. Chamberlain, H. B. Pullar, A. H. Anderson, Perkins Bass, F. K. Becker, A. T. Van Pelt, W. C. Ahlgren and C. S. Bird.

"Well in Stephens field" is the name given this picture. Crouched in the foreground is Director Perkins Bass, while behind him are President A. H. Anderson and Treasurer W. C. Ahlgren. Directors Bird and Pullar are at the rear, left.

At the Chicago Plant members of the Board of Directors and their hosts: Erich Gach, B. D. Rogers, J. G. Trontell, C. S. Bird, Perkins Bass, W. R. McNeil, F. K. Becker, E. L. Chamberlain, W. W. Wilson, A. H. Anderson, H. B. Pullar and W. C. Ahlgren.



PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Parties Mark Farewell to Retiring Employees



THREE retirements were celebrated at Phillipsdale recently, two of the men coming from the Maintenance Department and one from the Power Plant.

Fergus Christie

Fergus Christie, who retired July 31, was feted at Elsa's Lodge in Pawtucket on November 18 by many of his former fellow workers and their wives. The boys gave Fergie a purse to remember them by.

Guests from East Walpole included Mr. and Mrs. A. H. Anderson, Mr. and Mrs. B. D. Rogers, Mr. and Mrs. Creighton Hill and Miss Mary McCarthy.

One very successful feature of the party was an act put on with the help of the Master of Ceremonies by some of our local celebrities.

Willie Banks

Sixty-five of his fellow workers and business associates honored Willie Banks at a stag party at the Pawtucket Golf Club December 15. They

Fergus Christie of Phillipsdale was the honored guest at a retirement party given by company friends, November 18. At the head table, from the left front: Joe Queenan, Claire McGroarity, Mrs. Christie, the Guest of Honor, Mrs. Creighton Hill, A. H. Anderson. At the right: P. I. Knight, Mrs. Knight, B. D. Rogers, Mrs. Rogers, Mary McCarthy, Mr. Hill. Below: Fergus with Joe Queenan at the mike during festivities.



Willie Banks looks awfully pleased as he receives a watch presented by Joe Wynne at his retirement party.



There he is right in the front row. It's Willie Banks, enjoying himself, with his friends at the dinner given him in honor of his retirement from Bird & Son.



Friends of George Hawley, retiring Phillipsdale Engineer, gave him a dinner party at Fred's Tavern, North Providence, December 29. You'll find George in the center at the head table surrounded by fifty fellow employees and business associates. These included old friends Paul Guttormsen, Arthur Eames and Joseph Sheehan from East Walpole. As a remembrance they all gave him a leather wallet with his name on it. Inside was a \$50 bill. John Conley and Rex Salisbury planned this party and Joseph Wynne arranged for the entertainment. Everybody said it was a wonderful time.

congratulated him on his almost forty years of service and wished him well in his new California home.

Willie was presented with a Lord Elgin wristwatch. We hope both watch and inscription will remind him happily of those he used to work with.

George Hawley's retirement party is described under the picture above.

Battling Bowlers Tie For League Honors

WE NOW have two teams taking part in the East Providence Industrial League activities — a bowling team which is hot and a table tennis team which is not. At least not yet it isn't.

Bowling

Our team is in a torrid race for top honors. For the last five weeks they have been tied for first place in the league and have no intention of slipping. They hold the top team single record of 1603 and Captain Cyronak is second man in the league with an average of 113. Howie Inman has been increasing his average so that it is at present writing 107. Pearson has an average of 105. Rakutis, 104, and Kamoski, 103.

The schedule for January is as follows:

January	3	Tide Water
	10	Atlantic
	17	Glenlyon
	24	Mason Can
	31	Socony

Table Tennis

The new Table Tennis League started November 29 and now has five teams — Kennecott, Atlantic, Socony, Glenlyon and Bird. The start of the Bird team was not too notable as they relied too much on old timers Chamberlain, Carlson and Lowry. Captain Bennoch says the team will do better as soon as he, Ed Smith and Gleason get loosened up.

Charlie and His Alligator



Charlie Anthony goes in for the unusual. He not only wins \$1,000 suggestion awards but keeps interesting reptiles like the pet he is holding here.

THE accompanying picture shows our Charlie Anthony, Machine Tender and Union Secretary, with his last remaining alligator.

A short time ago he had three, two of them being over four feet long, which he had kept for years feeding

them tenderly (at the end of a long stick) in the summertime and in the winter putting them gently to bed in a bathtub down cellar. Last summer while spraying the yard he accidentally (?) got some 50% DDT too close to the pool, with the result that the two big ones gave up. But the small one was made of sterner stuff and is still going strong.

We asked Charlie what its name was and he replied, "Why, Joe, of course. Can't you see his mouth is always open?"

Confidentially, we think that Charlie could be persuaded to part with this pet quite easily. Do you know anyone who wants an alligator? We could very easily ship it in some of the cars to Shreveport.

Phillipsdale Notes

Our best wishes go to George Hawley, Lewis Jennings and Willie Banks, who retired December 31. These men together have put in almost ninety years of faithful service with Bird & Son. They have seen many changes at Phillipsdale and have had a large part in them. We hope they and their wives have many happy years in their retirement.

We are proud of the \$1000 Special Award given Charlie Anthony for his suggestion regarding tailings from the flooring screens. He has always had a good suggestion record and this shows that it pays to keep at it.

Bob Crowley, a DPI Inspector, has accepted the job of REVIEW reporter. He is handy to DPI, DPIF and DPX and we have expectations of much more news from those departments from now on.

Talking of reporters — Arthur Trudell, the man who sends in all those snappy items from the power departments, spent Christmas week in Canada.

Two new arrivals have been announced since the last REVIEW — F. William Gleason, born November 21, and James Edwin Smith, born December 8. Everyone is doing fine.

We are glad to report that Tony Pimentel and Chet Mason, who have had rather serious illnesses, are improving. Tony has been around to see us a few times and Chet is able to sit up.

Steve Baron is very appreciative of the expressions of sympathy he received from the boys in the plant. Services were held recently when the body of his son, Sgt. Paul Baron, who was killed in action in the war, was brought home.

Al Perkins is very busy in his carpenter shop in his spare time. He has made two dozen fancy shutters for one of our foremen; Mannie Stanzone has ordered a set for his new home on Wampanoag Trail; and Brother John Clark has ordered some fancy furniture. See Herb Chamberlain for references regarding price and quality.

Our sympathy is with the family of Phil Zompa because of the death of his father on December 16.

Our first snowstorm the Sunday before

Christmas, caught only a few of the boys napping. After last year a mere 16 inches isn't too troublesome. Manuel Perry and his yard crew had things pretty much under control by 7 o'clock the morning after.

Richard Carlson from the lab went to the Beater Room recently to make a test. Several men were working near the hydropulper and to their amazement Richard stooped over and picked up three \$5.00 bills from among the papers that had fallen from the bales. Little Louis was quite peeved as he had been working there all day and found nothing.

Fred Matthews went duck hunting with a friend on Cape Cod and had a wonderful time, bagging the limit. He has been bringing duck sandwiches often recently.

Angelo Medici ran into some trouble during the heavy snowstorm of December 19. Another car banged into him out of a side street in East Providence, damaging his grille. A short time ago also a bus tried to push his car around.

Manuel Stanzone and Ed Vatcher went duck hunting. Ed didn't have much luck but Manuel shot one duck and brought it home. Everything was made ready for a good duck dinner. After the cooking had been going on for a while the windows had to be opened. Finally, the dog had the duck for his dinner. Cost of dog's dinner: hunting license, \$2.25; duck stamp, \$1.00; gasoline, \$2.00.



Bill Queenan, Union President, receives Safety Award for the Phillipsdale Plant from Personnel Services Manager A. W. Smith. Standing by is Phillipsdale Superintendent P. I. Knight (center). This is a National Safety Council Award for the period July 1, 1947 to June 30, 1948. The Phillipsdale Plant got the award because it had a lower accident rate than most of the other similar plants in the contest. The award also shows that Phillipsdale's own number of accidents is lower than before.

Bird Club Gives Children Wonderful Christmas Party

THE kids loved their Christmas party given by the Bird Club. From the time they got their seats in the Park Theater to their visit up on the stage with Santa Claus, they had a wonderful time.

Movies, including a thrilling Penrod and Sam tale, a magician who didn't have the egg up his sleeve after

all, and Santa Himself filled the two hours. The show went on at ten in the morning of Saturday, December 18, but by 9:30 the house was almost full. A few mothers, fathers, and other kind relations sat with their young charges. It was a predominantly juvenile audience, however. But so wrapt were they in the goings on, there was a minimum of squirming, punching and hair-pulling.

Joe Coburn, Entertainment Com-

mittee chairman, was in charge of this children's party. He was assisted by the members of his committee and the following ticket sellers under the direction of Angela Benedetti: Ninnette Petroni, Anne Kelliher, Carolyn Delaney, Rita Connolly, Matthew Connolly, Mary Moylan, Helen Shimsky, Ambrose Fitzpatrick, Clare Barry, and Ed Hiller.



Two strong, brave boys, Andrew Paul, left, and Francis Foley, right, assist Williams the Great Magician at the Bird Club's Christmas party for children.



Young fry pour into the Park Theater, East Walpole, for the show and Santa Claus sponsored by the Bird Club, Saturday morning, December 18. Entertainment committee members Julia Lewis, left, and Hilda Rafuse, right, are ticket takers.

HAP HAZARD



NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA GEORGE, VIRGINIA O'BRIEN, LAWRENCE PETERSON

Thirty-Fifth Anniversary for B. J.

B. J. OVERHOLT, Purchasing and Traffic Agent for the Chicago Plant, completed his thirty-fifth year with the Bird & Son organization on December 3, 1948. At the directors' dinner at the Shoreland on that same day, Mr. Bird presented him with a leather traveling case from a group of friends at the Chicago Office and Plant. For once in his life Overholt was practically speechless.

Mr. Bird spoke of the old days when B. J. used to have to ride the tracks from Halsted Street over to the plant because there were no streets running through this area. That was during the days when there was a company flivver and B. J. was a screwdriver and hairpin mechanic.

B. J. started with Bird in the Monadnock Building in the Sales Office in 1913. His duties were

largely concerned with the warehouse which Bird had on 15th and Western Avenue. On October 1, 1917, he was sent to the present site of the Chicago Plant to take inventory before the purchase of the plant by Bird & Son. Since November 1, 1917, he has been Purchasing and Traffic Agent for the Chicago Plant.

B. J. Overholt is remembered by all who have ever worked here. In fact, there are more legends about B. J. than about any other man in our plant's history.



Children of Willie Blackman, Steve, age 1, and Willie Mae, age 4. This is Steve's birthday cake. Their father works in the Slate and Felt Unloading Gang.

Chicago Chit Chat

Our deepest sympathy and sincerest regrets to Ernest Grosscup, Inspector, on the recent death of his step-son.

Bernie Langland, Tractor Maintenance Man, recently returned from an illness.

John Dexter, Night Watchman at the Chicago Plant for many years, took a trip to East Walpole to attend the banquet for retiring employees. W. W. Wilson went with him.

Marshall Meyer, though not active in the Bowling League this year, is a pretty steady spectator on Friday nights. Most of the people figure "Marsh" is having more fun heckling than bowling.

John Trontell, Superintendent, cops the prize for most-spectacular-tie-at-Bird & Son. At the dinner for the Board of Directors, John showed up wearing a bright yellow tie with four hand-painted ducks winging their way south, east, north or west. Harold Altman said he thought of fetching his shotgun to get in a little extra hunting.

Roland Altman of Traffic has recently returned from a long illness. Everyone is glad to see him back.

Bill Eby, Nail Packer, left Chicago shortly after Christmas to spend a four-week vacation in California.

On January 1, Pearl Watson left Bird & Son and Chicago and headed west. California sunshine sounded too perfect to pass up so she finally decided to go west to live. The best of luck to you, Pearl, and we trust you have made a very happy choice. Some frosty morning from behind a six-foot snow drift, we'll be thinking of you.

Bowling Progress

THE Bowling League continues to progress as we round out the end of this year with the last night of bowling in 1948:

Team	Won	Lost
Insulated Bric	23	13
Master-Bilts	21	15
Proslates	19	17
Tri Tab Hex	19	17
Paroid	18	18
Waterdykes	16	20
Insulated Stone	14	22
Art Edge	14	22

The competition this season is best defined by a look at the standings in



Mighty good eating too, we'll bet! Harold Altman and W. J. Brebach of the Chicago office had a "meet-up" with some birds - snow geese and pheasants. Herewith, some of the pheasants.

the league where only nine games separate the last place team from the first place team. Every week there is some change in the standings. For the past few weeks the Insulated Bric Team from No. 4 Machine has been on top, holding a commanding two-game lead over the Master-Bilt team. The dark horse is the Proslate team which has been coming strongly the last few weeks. They are certainly to be reckoned with in the final standings. The league still has a number of weeks to run and will not be completed until the latter part of April, 1949.

Members of the Bowling League urge all employees here in Chicago Plant to make it their business to stop up some Friday and see what is going on. We have high hopes that next year we shall be able to add two more teams and make it a ten-team league. Chuck Finch is still top man with an average of 163; in second place is Rube Mayer of the Insulated Stone Team with 156. Joe Blosky of the Art Edge Team, a teammate of Chuck Finch's, is in third place with a 151 average. Behind them and following closely are the two Scheide brothers, Ed and Paul, with 147 and 146 respectively.

Sumner Goes to Town

High game for the year was bowled on December 10 by Roger Sumner of the Master-Bilt team with a sterling 223. Roger put together seven strikes and two spares, the best game so far this year. The whole crowd was behind Rodge as he moved into the ninth frame with seven strikes and one spare, five of them coming in a

(Continued on page 29)

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE McMurtry, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPATAC
RICHARD POTTER, Photographer

Southern Cheer

THE annual Christmas Party of the Shreveport Office was held at the Washington-Youree Hotel on the night of December 16th. There were a goodly number present for the occasion, some attending for the first time. A remark made by Robert Wilson, "Is this what I have been missing all these years?" signified that everyone was having a good time.

Turkey, dressing and all the trimmings was the main dish of the evening, topped by the usual "refreshments." Before the evening had passed into history, many were dancing and cavorting around who hadn't been able to show progress in that line before. Fred May, with his usual repertoire of jokes, kept many laughing and trying to remember them in order to pass them on to someone else.

Mr. Williams provided the pictures of the group at the dinner table, and being assisted by such a capable and

willing audience, he produced some excellent results. The accompanying shot demonstrates his ability to take the pictures of the group and be in them himself.

The several who were unable to attend were greatly missed and everyone hopes they will be present next year.

Near midnight the party-goers began to drift their various ways with the hopes they would be at work the next morning bright and early.

Shreveport Speaks

Terrell Dale Teutsch was born November 15 and weighed 8 lb. 2 oz. Gladys and Terrell are the proud parents. The daddy was too excited to work the first day, but the second he was passing out smooth-smoking, easy-to-chew-on cigars.

Homer McNeely asked for sick leave in December to enter Veterans' Hospital at Alexandria, Louisiana.

A. C. Sheppard, who lives in Bossier City, sold his farm up near Benton, Louisiana the other day. It was too far away to watch after.

Claude Ragsdale bought the lot and house at 1545 Logan Street and has moved in. Says he's in hollering distance of Blanchard Watts, who can keep him reminded of monthly fire brigade meetings.

The Maintenance Department has added another competent mechanic. Percy Landry hails from the Cajun country, down around Houma. Welcome, Percy.

William Winkler enjoyed a December vacation in and around Bossier City. He found time to join the gang at the annual Christmas Party at the Washington-Youree Hotel.

Cliff Pregge, recently assigned to the sales territory around San Antonio and south, not surprisingly is experiencing some difficulty in finding a place to live. Al Harper, moving from San Antonio to Temple, Texas, has the same trouble.

Shreveport bowlers have voted to disband company team for the season. Outside interests on Mondays made it difficult to place the required number of men on the alleys.

Richard Bruce reports that he is slowly becoming a full-fledged Marine, having attended all meetings of the Reserve Corps since joining up last year.

As we went to press, R. T. Wilson, still leading in the Big Bass Contest, was sweating out William Winkler. William had gone on vacation with a determination to best Wilson's catch.

You should see the changes at our Cement

(Continued on page 25)



The merry time of Christmas is gaily observed at the Shreveport Office Christmas party. Perpetrator of the picture is camera-cut-up Williams. (Right, rear)

Shreveport Speaks

(Continued from page 24)

Plant. It recently had a "face lifting"; a second floor has been added for storage. The whole building has been painted inside and out and we'll wager that with these improvements, we'll up our production another 15%.

We take this opportunity to welcome Lewis Weynandt of the Cleaning Department and Amous E. Waters of the Maintenance Department to the Bird Family.

Dude Davidson recently purchased 10 lbs. of pecans and left them on his desk between R. T. Wilson and Jake Brown. Dude finally arrived home with less than 5 lbs.

We enjoyed a visit from Mr. Erker and Mr. Walker of the East Walpole Office. It was Mr. Erker's first visit to the Shreveport Plant, but once he got his foot on the Southern Rock, had a drink of our water and was treated to Southern Hospitality, we bet he will be back—at least we hope he will. These New Englanders enjoyed hearing our Negro take-off boys counting shingles. It is a chant of 8-9-10 all day long which reminds you of a tobacco auctioneer only there's more tune and it's not QUITE that fast. Will Davis and Noble Peterson are two of our best singing counters. And when they are happy, and that is always, we think it sounds pretty good.

A. W. Miller, after spending a year as Worshipful Master of the Booth Lodge, A. F. & A. M., has handed the gavel to one of his friends and brothers and is now taking it easy.

We were all so glad to see N. R. McNeill back at his desk after spending over two weeks in Glenwood. We sure did miss "The Little Man" while he was away.

Dick Potter reported a nice visit to East Walpole the early part of December. The third week in December he took a week's vacation to be with his parents who are visiting with him.

Tyrie Heard and Guster Lewis have been examined by Selective Service and are keeping their fingers crossed. Neither seems anxious to go despite the fact some of their fellow workers have pointed out the advantages of travel, Army security, etc.

Charlie Webb bought "Preacher" Gilliam's car when the latter bought that 1940 Pontiac.

Goston Lee Weber's transfer to the night shift is very much to his liking. Now he can go to school in the morning and work in the evening.

Danny Wayne Hammett was born November 25, 1948. The proud father is Jessie Hammett of the Shipping Department.

While vacationing this summer at Bog Springs, Arkansas, Frank Markham and his son, Scott, visited Whiskey Peak Firetower. The towerman, who in this case happens to be a lady, was having trouble with snakes eating her chickens and enjoying the eggs. Frank and Scott offered to send her some glass or lime eggs when they got back to town. The following is a thank-you letter which gives a happy ending to this snake extermination program:

Dear Friend: I will write you all a few lines. I got the lime eggs you sent me from Hatton. I got all of my snakes just got one egg left but did not loose any more chickens. Please forgive me for not writing any sooner for I have been so busy see the boss has had the Rangers to paint all of the buildings here. Write and tell me how much I owe you for the eggs and I send you the money. Yes I would like to have some more eggs for I only have one left. The snakes got the rest but I got them.

Yours truly,

OUR BULGING CHEST

WHEN the management of a concern believes in a civic project and backs it morally and financially, it is easy to sell to the employees. Every man and woman contacted by foreman or solicitor gave generously. Our rating was 103% and we received a Certificate of Honor from the Community Chest of Caddo and Bossier Parishes. In the Industrial C-1 Division which Frank Markham headed, there were fifteen companies, including ours. These firms went over their \$5,000.00 goal. We feel that both company and personnel are to be congratulated on a job well done.

A number of visitors to the Office and Plant, most of whom we see far too infrequently, helped make November a cheery month. Mr. and Mrs. "Deacon" Dyess spent a day here in Shreveport, renewing old friendships and spending some time with their son, Mims, who is here in sales training. Henry Davis of East Walpole Office was also here for a few days — armed with reams of figures and much good conversation.

Later there was T. D. Blanchard from Houston with a party of dealers to visit the plant and spread propaganda concerning the State of Texas. Thanksgiving brought Merle Williams out of Oklahoma for a few days. We were glad to see him and his son, whom he introduced around the plant.



On the second day of a deer hunt in Pushmataha County, Oklahoma, Mode Myers got his 8-point buck. It was about 2:30 in the afternoon on top of one of the Kiamichi Mountains. It had been sleeting but changed to snow when suddenly there behind a bush, Mode saw his game. When the ranger station weighed the animal, they took down Mode's license number and invited him to come back NEXT YEAR!



"She was an orphan girl", but no more.

"Hobo" Adopted as Plant Pet

WILLIE SMITH, Shipping Foreman, is pictured here with "Hobo," Shreveport Division mascot, although Hobo looks to D. L. Oliver, Jr., as really her Fairy Godfather. When she was a little, half-starved, injured pup, he found her, fed her and nursed her to health and then introduced her to the plant.

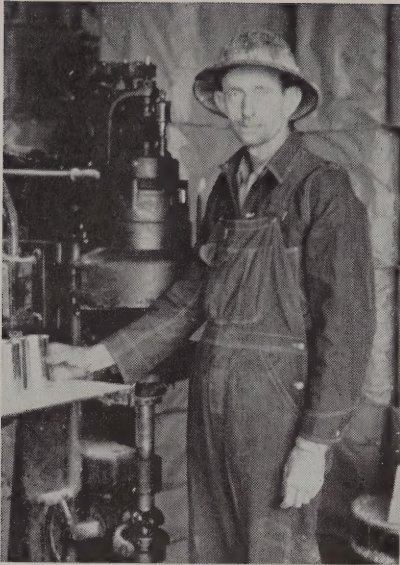
She immediately adopted the Bird Family and it seems that the feeling was mutual. Jars labeled "Help Hospitalize Hobo" were placed in each brigade room. A fund was collected and Hobo was carried to the doctor, Saturday afternoon, October 30. She had her shot — not vitamin, but rabies — a shampoo, took a round of medicine and Monday, November 1, you should have seen her.

When she stepped down out of Markham's Dodge ambulance, she had a friendly greeting for each member of the Bird Family and really let it be known she was glad to be home. J. D. Teutsch bought her a new collar and Harold Maricelli bought a harness so the name plate and vaccination number can be attached.

If you doubt that Hobo is a smart pup, you should be around at meal time and see her wait to be fed. She doesn't need a bell, whistle or call. Whether it is the day or the night shift, she knows when it is chow time.

Introducing —

Willard Patrick



ANOTHER reason for the success of the Shreveport Plastic Plant is the skillful way that Willard mixes the batches and fills the containers. Pat began his career with Bird & Son in September 1946 as Plastic Plant Operator, the job which he has very successfully held since.

Pat was born in Vivian. But when he still was very small, his family moved to Texas. After but a short stay, they returned to Ida, Louisiana, where Pat received his education.

After school days, Pat worked for a logging contractor in Vivian for several years, then moved to Oil City and followed oil field work. In

1944 he went to work for the Brewster Company of Shreveport and stayed with them until coming to Bird & Son.

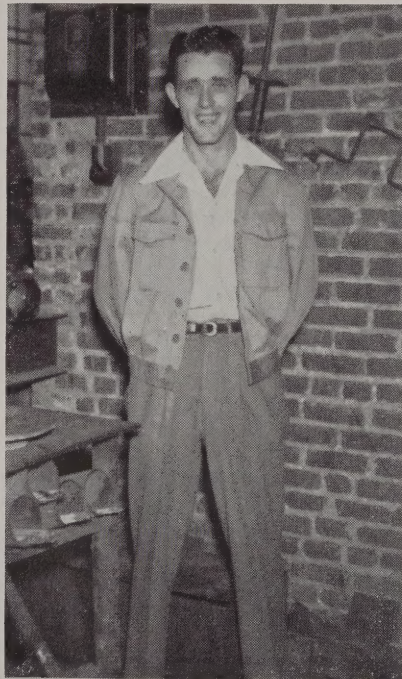
Most of Pat's spare time is spent around his home, which he purchased in Vivian last year. He is kept busy with his garden, repairs and remodeling the house to please Mrs. Patrick. Pat used to have a fancy for different cars, having had three last year. However, he has outgrown this craving, it seems, and is satisfied with his present '41 Ford.

At home besides his wife, Mattie Louise, there are two lovely children, a son, Willard Leon, three, and a daughter, Dorothy Louise, six, who is in the first grade.

E. L. Bailey Jr.

ED LORAN BAILEY, JR. attended grammar and high school at Haughton, Louisiana, which is about fifteen miles east of Shreveport, just off Highway 80. After high school and about one year's work with a local firm, he was called into service January 12, 1944. He spent the following two years in Uncle Sam's Navy.

In July of 1946 this likeable fellow started with Bird & Son, inc., as Maintenance Helper. He was transferred to Utility Man No. 2 in



December, 1947. When our night watchman, Mr. Sharpe, is on vacation or away for any reason, Bailey pinch hits for him. His foreman, Dude Davidson, vouches for Ed as a willing and dependable worker.

Clellie Lee, his wife, is a very pleasant person. At the softball games, bowling alleys and Homer's wedding her good nature seemed to spread to those about her. Their little two-and-one-half year old daughter is named Sandra Gail, but her mother and daddy mostly call her Sandy.

Malvern Barnett

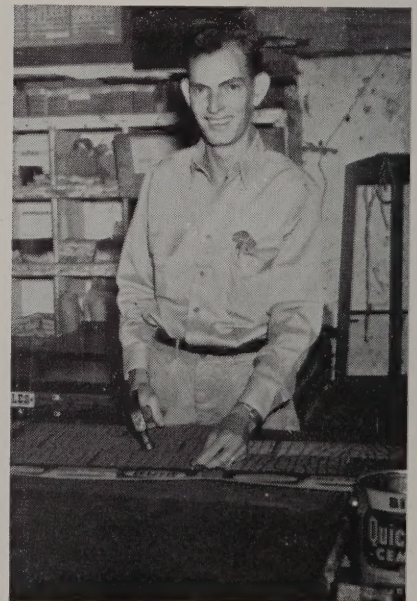
MALVERN was born in Magnolia, Arkansas, in 1922 and can give a good account of his home town. He attended grammar and high school in this fast growing city. After completing his education he spent two years farming and then tried his hand at oil field work for about four years.

In July 1942 he enlisted in the U. S. Army Infantry and after a short training period was shipped to the South Pacific, where he served thirty-three months. He was awarded the Purple Heart, Silver Star, Bronze Star, has several citations, and the expert rifleman's medal. He was discharged October 21, 1945, and returned to Magnolia where he worked with his father until he came to Bird & Son in September 1946 as Sample Man. He was transferred to

No. 1 Machine as Supply Man, and later to the Cooling Drum. Due to an illness contracted in the service, he took a leave of absence last year and went to the Army-Navy Hospital at Hot Springs. Upon returning he went back to his old job of Sample Man. The samples of our products he turns out are displayed throughout the Southwestern Division.

Malvern married Francis Louise Patterson, daughter of Charlie Patterson, our Coating Kettle Operator, in 1946. They are now residing on Quinton Street. Malvern has a classy

'41 Buick and likes to hunt and fish, as do most of us at Shreveport.



Glenwood Gossip

By BOB STEWART

We have been slipping lately. Glenwood's good name has been missing from the REVIEW. From now on we will try to be with you each month.

Since we were last heard from, one of our employees has had to pass out the cigars, for he was blessed with a baby boy. The happy man is Jewel Hopper from the afternoon shift.

Two of our men, Jesse Johnson and Finn Caldwell, visited the doctor in Hot Springs recently for X-rays and physical examinations. Finn says he always gets excited when he goes over there. This time when examined he had slightly high blood pressure. The doctor told him he was eating too much pork and potatoes. Jesse Johnson thought otherwise and laid the blame on the doctor's pretty secretary.

Carl Whatley just recently returned from his vacation. Several asked if he had gone fishing any of the time and his reply was, "No." We believe he did go though, and that his negative

answer was given because he didn't want it known that he had the proverbial "fisherman's luck."

Hurcil Cowart vacationed recently, too. He brought back tales of fish, quails and squirrels, but no quarry.

Jonas Plyler is against ditch digging. It seems he ran his car into one recently and had to flag his way to work. He tried to smooth it over by saying the ditch was in front of his house, that he had to try going through it in order to come to work.

Noble Medlock discovered the other day that a quick and easy way to drain the transmission of a car is to knock off a piece of the housing. He warns everyone not to use this discovery though on the grounds that it is impractical and expensive.

We welcome to our midst two new employees, Curtis Shields and Marvin Mack. We hope they enjoy their stay with us.

George Mathews was also among the recent happy vacationers. He says he visited a daughter in Little Rock while he was off. Maybe he did, but you can get several of the

fellows to bet that he spent at least part of his vacation in Hot Springs.

Sherrell Turner has recently been on the sick list. We are glad that he is now back with us and feeling good.

Carl Babbitt just traded automobiles. He traded a '41 Chevrolet Pick-up for a '36 Ford sedan. Fin Caldwell says he won't have the Ford long if he has another blow-out and causes as much confusion again right in front of his house in the wee hours of the night.

Everyone should know that Glenwood and Shreveport have been combined in the Safety Contest. We at Glenwood are very proud to have shared in getting the safety trophy to Shreveport and we shall try very hard to keep it there.

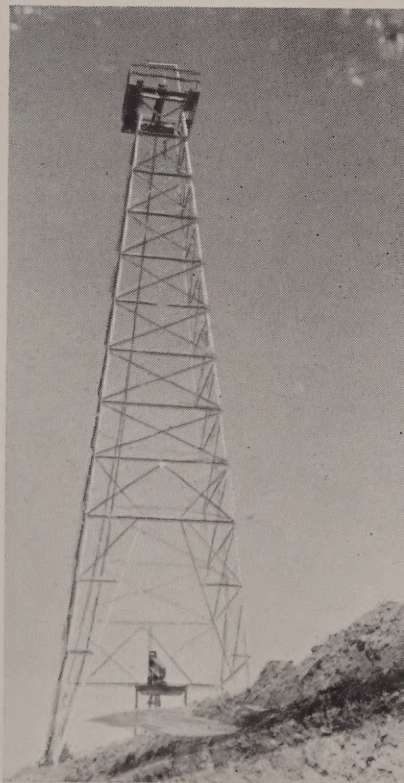
We now welcome Robert (Bob) Stewart of Norman, Arkansas, whose duty it will be to take care of the detail work for the Glenwood Plant and Quarry, also our news reports for the NEPONSET REVIEW, which we at Glenwood enjoy very much. We hope Bob's stay will be long and pleasant.

[s] H. L. Cowart



Treater and the oil production tanks on the A. C. Wesson lease at Stephens, Arkansas.

Camera Studies at Berry Locations



Oil derrick on a hillside at one of the Berry Asphalt fields — or is it? Turn the page upside down and you will see that actually this is a reflection of the derrick in one of the storage pits.



Two more pictures of the barbecue held last October in honor of Berry's "old timers."

Holiday Hangover

Now Christmas is over, the last carol sung,
The last wassail brewed and the last welkin rung,
And here, midst the litter of tinsel and tissue
We face once again the annual issue;
Our careful appraisal of money expendable
Was wholly ignored in a way reprehensible.
We groan as we figure that not until May
Will the check book recoup from Christmas day.
We solemnly swear that next year we'll be wise
And each of us knows how the other one lies.

— Molly G. Harvey,
Wall Street Journal.



Welthea Smith (seated) was a radiant guest of honor at the party given her by girls in the office prior to her marriage January 15 to Howard S. Hanna. Standing from the left: Marion Smith, Marion Tolman, Hannah Flavin, Anna Eklund, Miriam Hill, Lillian Gianetti, Mary Nicastro, Martha McLauchlan, Louisa Graham and Regina Cotton.

Welthea Smith Given Surprise Shower

SHE came into the room, looked around and gasped. Fifty feminine voices shrieked, "Surprise!" And the party was on.

Welthea Smith, Assistant Secretary of the Corporation, was the honored guest, the occasion being a dinner celebrating her approaching marriage to Howard S. Hanna, Purchasing Agent. At Brook Manor, No. Attleboro, December 1, the head table was decorated with a bouquet of yellow chrysanthemums and pinks which were later given to Welthea (see picture). Before the dinner got under way Welthea graciously walked up and down by the two long tables greeting everyone.

By dessert time Howard joined the ladies and completed the party. Her friends gave Welthea a gift bond and told her to buy what she liked. Songs appropriate to the occasion were sung by the gifted Polly Ransow, who was accompanied by Elsie Bowden. Elsie, incidentally, doubled as photographer and let the REVIEW borrow this shot of hers. In charge of festivities were Winifred Rhind, Martha McLauchlan, Helena White and Anne Lindsay.

Miss Welthea M. Smith becomes Mrs. Howard S. Hanna on January 15 when she will be married at her mother's home in Poughkeepsie, New York. She left Bird & Son last month.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of February, and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
Henry Hartig	2-21-05	Retired	44
Alice F. Nichols	2-27-11	Retired	38
Benjamin R. Taylor	2-16-14	Office	35
Peter Nielsen	2-7-16	No. 1 Box Shop	33
John E. Curran	2-11-16	Paper Mill	33
William F. Murphy	2-5-17	No. 1 Box Shop	32
Charles D. Rafuse	2-12-18	Maintenance	31
Steve Druzas	2-16-20	Flooring Plant	29
Vincentz Stankiewicz	2-17-20	Roofing Plant	29
Frank Sutherland	2-25-20	Flooring Plant	29
John Buonpane	2-10-21	Roofing Plant	28
Patrick Maguire	2-21-21	Flooring Plant	28
Justin Antonitis	2-23-21	No. 2 Box Shop	28

Thomas A. Smith	2-23-21	Roofing Plant	28
William J. Wosner	2-23-21	Flooring Plant	28
Leslie Hall	2-15-22	No. 2 Box Shop	27
James J. Donovan	2-20-22	Paper Mill	27
Christine G. Scherer	2-21-22	Retired	27
Arthur F. Johnson	2-5-23	No. 1 Box Shop	26
Joseph Jalea	2-6-23	Retired	26
Leslie H. Fillmore	2-7-23	Flooring Plant	26
Ralph Kemp	2-13-23	Roofing Plant	26
Harry A. Dresser	2-19-23	Roofing Plant	26
Francis J. Curran	2-23-23	No. 1 Box Shop	26
Alma A. Walsh	2-26-23	No. 2 Box Shop	26
Coleman Conroy	2-27-23	Paper Mill	26
Michael J. Cronin	2-19-24	Maintenance	25
Elton S. Moore	2-25-24	Flooring Plant	25
Domenico D'Angelo	2-11-29	Flooring Plant	20
James H. Ellis	2-18-29	No. 1 Box Shop	20
Vernon L. Rafuse	2-21-29	Paper Mill	20
Samuel J. Piraino	2-6-34	Flooring Plant	15
John L. Dziubanick	2-12-34	Flooring Plant	15
Albin L. Vietze	2-13-34	Flooring Plant	15
Charles J. Treciakas	2-13-34	Flooring Plant	15
Elbert L. Allen	2-14-34	Flooring Plant	15
Walter C. Wallis	2-14-34	Finishing Mill	15
John A. Stanovitch	2-14-34	Flooring Plant	15
Louis Coburn, Jr.	2-15-34	Flooring Plant	15
Stephen A. Wosniak	2-15-34	Flooring Plant	15
John A. Delaney	2-16-34	Flooring Plant	15
Lawrence M. Hewins	2-16-34	Flooring Plant	15
Carl E. Hilton	2-06-34	Flooring Plant	15
Malcolm N. Sisson	2-19-34	Roofing Sales	15

Peg Delaney Honored

MARGARET (PEG) DELANEY of Cost Accounting completed twenty-five years with Bird & Son the day after Thanksgiving. Friends throughout the Office got together to give her a little remembrance. Yellow and bronze chrysanthemums, a big bouquet in a lovely white vase, adorned her desk after lunch.

This wasn't all. The wherewithall to buy herself a little something to celebrate the occasion was added. Of course Peg was surprised, but she responded in her usual gracious manner. Everyone's good wishes went with her as she took her gift and flowers home that night.

Acknowledgments

To thank you for your kindness and sympathy at a time when it was deeply appreciated.
Bernard DeSavage and Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.

The Family of the late Nunzio Zompa

Your kindness and sympathy will always be held in grateful remembrance.

Mrs. Joseph McGregor

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Mrs. Janet Crossley

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Fitzpatrick Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mrs. James Hutchins

Mr. and Mrs. Richard G. Sprague

Mr. and Mrs. John L. Hutchins

Mr. and Mrs. Kenneth G. Hutchins

Howard C. Nelson	2-20-34	Flooring Plant	15
Roland D. Pohl	2-8-39	Flooring Sales	10
Leon E. Morrison	2-3-44	Roofing Plant	5
Elizabeth M. Fraser	2-10-44	No. 1 Box Shop	5
Samuel G. Trepp	2-16-44	Research Department	5
Percy Hayward	2-21-44	Roofing Plant	5
Alonzo J. Blais	2-27-44	No. 2 Box Shop	5

PHILLIPSDALE

Willie Banks	2-6-10	Retired	39
Joseph Farrell	2-21-13	Retired	36
Clarence H. Pierson	2-10-20	Plant	29
Manuel Perry	2-24-21	Plant	28
Charles J. McLaughlin	2-18-24	Plant	25
Herbert R. Black	2-22-24	Plant	25
Armond Giberson	2-4-29	Plant	20
Edouard N. Roy	2-6-29	Plant	20

CHICAGO

William W. Wilson	2-9-13	Western Manager	36
Ernest Grosscup	2-17-14	Plant	35
Raleigh Stearles	2-2-20	Plant	29
Harry M. Clark	2-1-22	Retired	27
John J. Walsh	2-12-24	Plant	25
Ollie Jones	2-1-29	Plant	20
Martin R. Pearce	2-5-29	Plant	20
Ralph Calhoun	2-19-29	Plant	20
Raymond Gusick	2-28-29	Plant	20
William Hart	2-24-44	Plant	5

SHREVEPORT

Robert F. Jenkins	2-1-39	Sales Manager	10
Albert G. Harper	2-1-39	Roofing Sales	10
Gladys Bryan	2-16-39	Office	10

BERRY ASPHALT COMPANY

Jack P. Roberson	2-10-44	Stephens	5
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On the Lighter Side

Suspenders are just about the oldest form of social security.

Today's child specialists say that if a child annoys you, silently brushing his hair will quiet him. My old Irish grandmother says if this doesn't work try the other side of the brush on the other end of the child.

Speed Fiend: "It's great speeding along like this. Don't you feel glad you're alive?"

Passenger: "Glad isn't the word; I'm amazed."

Husband: "Dear, have you ever wondered what you'd do if you had Rockefeller's income?"

Wife: "No, but I've often wondered what he'd do if he had mine!"

"Must I stick it on myself?" asked the woman as she purchased a postage stamp.

"Not at all, lady," replied the polite clerk. "It will accomplish much more if you stick it on the envelope."

Butterfingers

Maid: "You know that old vase, mum, that you said had been handed down from generation to generation?"

Mistress (anxiously): "Yes?"

Maid: "Well, this generation just dropped it."

Famous Last Words: "If you'll just button your lip, sir, I'll explain why I didn't salute you when you passed."

Attention Getter

The little man was pushing his cart through the crowded aisles of the big super market.

"Coming through," he called merrily. No one moved.

"Gangway," he shouted. A few men stepped aside.

He ruefully surveyed the situation, and then smiled as a bright idea struck him.

"Watch your nylons!" he warned. The women scattered like chaff in the wind.

— *Christian Science Monitor*

He: "Why didn't you answer my letter?"

She: "I didn't get it, and besides, I didn't like some of the things you said in it."

Relic of Paradise

A Maine reader tells about a little girl who ran to her mother in great excitement . . . she had come across a pressed maple leaf between the pages of the big family Bible.

"Look what I found, Mother," she gasped. "I bet it belonged to Eve, don't you?"

— *This Week*

"Coiffure," explained Molly McGee, "is a French word meaning, 'You'll keep going back to the beauty shop, because you'll never be able to comb it that way yourself.'"

— *CBS Gag Bag*

Sign on a bus — This bus stops for cross-roads, railroads, blondes, brunettes and will back up 20 feet for a redhead.

Stray Box Shop Cat Hops Trailer to Maine

"HERE, kitty, kitty, kitty. Come, nice kitty. Oh, you won't? Well, #*&%!!!"
Slam.

The yellow, bob-tailed cat that had been trying this fall for weeks to set up winter quarters in No. 2 Box Shop had gotten on top of a load high inside a trailer (called the "box" of a truck) at the Shipping Platform. And no coaxing would lure him out. Being a cat, of course he retreated farther inside. The truck was ready to leave. Well, pussy would just have to go along to the destination, Auburn, Maine, and take his chances.

The Bureau of Missing Cats didn't have to wait long to hear the sequel. A few days later the Shipping Office at East Walpole was forwarded a note which the Boston office of the trucking company had received:

Auburn, Maine

Woodie:

Rec'd one yellow live cat. Maurice Cottle took it home. No charge. How did a live cat get in the box, come through without a scratch, but kind of dirty and hungry?

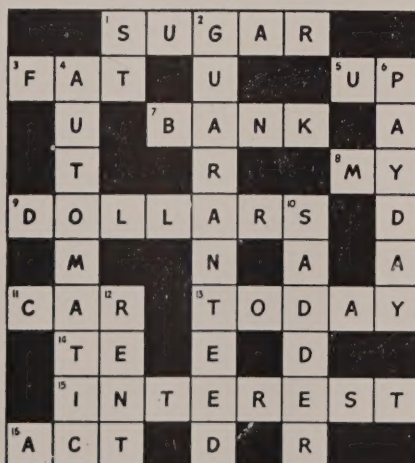
(signed) Mrs. P. —

On the back of the same note was an answer by the Boston office:

THAT IS A HOT ONE. THAT CAT BELONGS TO THE SHIPPER AT BIRD & SON EAST WALPOLE. THE OLD CAT MUST OF CRAWLED IN THE TRUCK AND WENT TO SLEEP. I DON'T KNOW IF BIRD WANTS IT BACK OR NOT.

Beneath which was pencilled, again in Mrs. P.'s hand:

Solution to Crossword Puzzle



Too late to put a claim in now. Has a good home on the outskirts of town.

Entering into the spirit of the thing, the men at the No. 2 Box Shop Shipping made out a Bill of Lading.

On this official document we find:

No. Packages	Description of Articles, Special Marks and Exceptions	Weight
1	CAT, MALE, TAN, (DIRTY) (NO TAIL)	6

And on the right hand side of the bill of lading is the word PREPAID.



Chicago Bowling

(Continued from page 23)

row. However, a bad split spoiled his chances for one of the highest games ever bowled in the Bird & Son league. Rodge has confidence that before the year is out he will beat this 223 game. His high scoring he attributes to O'Henry candy bars!

During Bernie Langland's illness a surprised newcomer was added to the league, one Rudy Budz, Carloader in the Shipping Department. Rudy, who stated he hadn't bowled in the past ten years, turned in six very fine games averaging about 135. We expect to see more of him before the year is over and hope that some of the old-timers will take a tip from Rudy and join in the fun.



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Wage Talks

FOLLOWING the refusal of management to agree to a wage increase at this time as reported in the January issue, Francis J. Thompson, conciliator from the State Board of Conciliation and Arbitration, was called in on January 18. He spent two days discussing the matter, first with the joint union committee and then with management representatives. The joint committee took the position that management was in a position to grant a moderate increase at this time as a down payment on the fourth round, with the understanding that if later the fourth round should average out at a higher figure, this would be met. Creighton Hill, speaking for management, declared there were three reasons why a wage increase was not justified at this time:

1. Living costs have definitely dropped since last July.
2. There is as yet no evidence of the fourth round actually putting in an appearance.
3. The outlook for Bird & Son is spottily bad at present.

He finally pointed out that in taking this stand management was merely asking the joint union committee to wait until the situation is clarified.

"Under your 30-day re-opening clause we can sit down here later," he said, "if you believe the facts so warrant."

Mr. Thompson's services did not change the situation and the members of the joint union committee finally stated that they would submit management's position to their respective memberships.

On January 28 wage negotiations were held at Berry Asphalt Company

(Continued on page 21)

On the Cover



First step in the extension of No. 9 Roofing Machine was the building of additional work space. This huge crane was used by the contractor, Vappi Construction Co., to move the heavy "I" beams into place. This crane with its 125-ft. boom is the biggest portable type crane made.

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BIRD NEPONSET REVIEW

Vol. 37 No. 2

February 1949



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to promote good service, good business, good will

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ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

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Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill.,
and Shreveport, La.

SUGGESTION

Date _____

Subject _____

Dept. and No. _____

Name of Suggestor _____

I SUGGEST:

THE WINNERS!*Best Suggestion of 1948...*

Leon Schensnol, Flooring Shipping.

Second Best Suggestion...

Charles Anthony, Phillipsdale Felt Machine.

Third Best Suggestion...

Urho Wiik, No. 7 Roofing Machine.

DO NOT WRITE IN THIS SPACE

Acknowledged _____

Referred to _____

Considered _____

Disposition _____

Reconsidered _____

Final Disposition _____

Suggestor Notified _____

Supt. Notified _____

Card _____

THREE major divisions of Bird & Son share honors in the awards for the Best Suggestions of 1948. Top prize of \$200 goes to Leon Schensnol of the Norwood Flooring Shipping Department for his suggestion, "Linoleum Tile."

Second best suggestion of the year is Charles Anthony's "Run Flooring Screen Tailings Direct to Settling Tank." This excellent idea from the Phillipsdale Felt Mill brings its originator another \$100. In December Anthony was awarded \$1,000 for this same idea.

\$50 for Third Best Suggestion of 1948 goes to Urho Wiik of No. 7 Roofing Machine at the Norwood Roofing Plant. His suggestion, "Electric Eye Trouble Spotter at No. 7 Cooler Feed," was accepted in October and was given a special award then of \$250.

Schensnol and Tile

Schensnol's suggestion was entered when tile production was just being started in the new Linoleum Division. It showed how the company could develop and increase produc-

tion of linoleum tile without sacrificing the production of much-needed linoleum yard goods. It proved a very valuable suggestion. In recognition of its worth, at the same time Schensnol received his year-end award he was also handed a check for \$1100 by President A. H. Anderson. This sum is a Special Award for this suggestion.

Leon Schensnol has worked for Bird & Son since 1942. He was born in Latvia in 1900, educated in Lithuania. In 1926 he came to the United States and in 1932 became an Ameri-



Winners of the Best Suggestion Awards of 1948 and Special Award Winners gathered at the President's Office on February 7 to receive their awards. Winners seated left to right: George Wise, Charles Anthony, Leon Schensol, Urho Wiik and John McDougall. Company executives standing behind them are: Frank Sutherland, D. S. Lowry, J. J. Burke, Creighton Hill, R. C. Holman, E. L. Chamberlain, H. S. Hanna, R. M. Wight, A. H. Anderson, H. E. Sawyer, Jr., R. A. Wilkins, W. R. Wright, Jr., F. P. Reynolds, G. E. Smith, P. I. Knight and W. C. Ahlgren.

can citizen. He is Financial Secretary of Local 1384, the Flooring Union.

Anthony's Award

As mentioned in last month's REVIEW, Charles Anthony's second prize winner pointed out a simple but effective way of saving a large amount of felt stock whenever flooring felt was being produced. This brought him the special award of \$1,000 in December and in January, second place in the "Best Suggestions" class.

Charles Anthony came to Bird & Son originally in 1913. In 1917

he went to war and did not return to the Phillipsdale Plant until 1928. He has always worked on the paper machines and is now No. 1 Tender. Mr. Anthony is Secretary of his plant union.

Third Prize

Urho Wiik's idea for the electric eye, the third prize winner for 1948, provides for an automatic horn blast which warns the operator that a board is entering the cooler at an angle. The operator then has time to correct the trouble, thus preventing a shutdown and loss of production.

Urho Wiik started with us in 1936 in the Roofing Shipping Department and is now Embosser and Rheostat man on the No. 7 Roofing Machine.

Congratulations!

These top awards were presented by President A. H. Anderson at a meeting of the Administrative Committee on Monday, February 7. All the winners were present in person to receive their checks and the congratulations of the company executives.

Two other suggesters received checks of \$100 each as Special Awards at this same meeting on February 7:

\$100 to McDougall

John McDougall, Flooring Tile Department, was awarded the extra money because of the value of his suggestion, "Change Board Caliper of Linoleum Tile Cases." This was originally accepted in November of 1947 and has proved a valuable money-saver.

Mr. McDougall started to work for Bird & Son in 1933 and has just been promoted to Assistant Foreman in the Cut Order and Tile Department

Award to Wise

George Wise, East Walpole "A" Machinist, received a \$10 award last October for a suggestion to install a new type of stripper on the Printer Slotter at No. 1 Box Shop. This saves on cost of new strippers and the time necessary to change them. The suggestion corrected a condition that had given trouble for years. On February 7 he received an additional \$100 as a Special Award.

George Wise came to Bird & Son in 1935 as a Machinist.

To Lupica

At special ceremonies at the Norwood Roofing Plant, Peter Lupica was presented a Special Award check

(Continued on page 7)

Peter Lupica, Checker-Driver at Roofing Shipping, is about to receive his special suggestion award of \$25. Assistant Superintendent George Smith looks pleased to make the presentation too. Standing by (left) is Peter's Foreman, Fred Picard. The suggestion was for a more efficient method of loading tarred felt.





President A. H. Anderson turns the first spadeful of earth as ground is broken for the new felt mill at Shreveport. Just back of Mr. Anderson can be seen Plant Superintendent B. P. Soward and Vice President E. L. Chamberlain, and to Mr. Anderson's left, Southwestern Division Manager L. L. Williams. In addition to the many employees at the ceremonies there were Chamber of Commerce officials, Mayor Clyde Fant of Shreveport, officers of two banks, parish (county) officers and railroad executives.

New Felt Mill at Shreveport

GROUND breaking ceremonies in Shreveport, Louisiana, February 1, marked the beginning of construction of Bird & Son's second felt mill. This new mill is being built to supply the needs of our Shreveport Roofing Mill. The location is next door to our present southern roofing mill.

Many Present

President A. H. Anderson, accompanied by Vice President E. L. Chamberlain, journeyed to Shreveport especially to turn over the first ceremonial shovel of earth. L. L. Williams, Southwestern Division Manager, keynoted the ceremonies and introduced Mayor Clyde E. Fant, who expressed the appreciation of the city at Bird & Son's decision to expand their local plant operations. Mr. Williams then handed the "gold" shovel to Mr. Anderson.

The shovel broke ground, cameras flashed, and the new building was on its way.

Work Starts at Once

Work will begin immediately. Rust Engineering Company of Pittsburgh, Pennsylvania, has the contract and Mr. Anderson said he expected the new mill will be making felt by this same time next year, February 1, 1950. It will employ about seventy-five people.

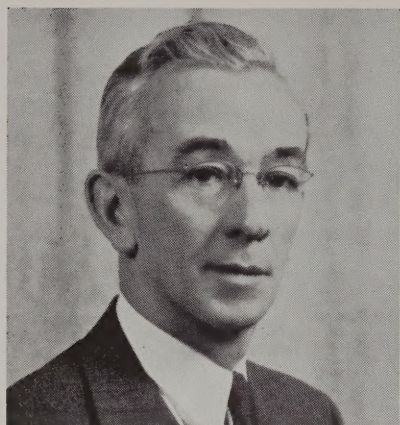
E. L. Chamberlain, Vice President in Charge of the Building Materials Division, has pointed out that the production of felt at Shreveport will make more Phillipsdale felt available for East Walpole and Chicago. Previously felt was shipped from the Rhode Island plant to Shreveport.

Public officials and dignitaries of Shreveport and Caddo Parish (county) joined in the ground break-

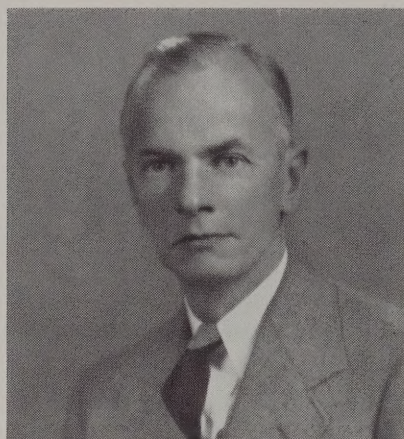
ing ceremonies. At a luncheon afterwards sponsored by the Shreveport Chamber of Commerce, Mr. Anderson was made an honorary citizen of Shreveport by Mayor Fant. The mayor said this was only the fifth such honor ever conferred by the city. Three Bird & Son officials, Mr. Anderson, Mr. Chamberlain and Mr. Pullar, were presented certificates making them "honorary chiefs" in the Caddo tribe by Albert Meek, chairman of the Chamber of Commerce public relations committee. Other Bird & Son officials attending the luncheon were: Messrs. Williams, Soward, Sherburne and Miller.

Mr. Williams in a brief talk gave credit to the Chamber of Commerce for the location of the new plant in Shreveport. He pointed out the speed with which this civic group supplied the company with facts and data necessary for their building project.

Up The Ladder



Berton L. Seekins



Stuart A. Nickerson

PROMOTIONS of Berton L. Seekins and Stuart A. Nickerson at the Norwood Flooring Plant are announced as of January 17. Mr. Seekins is now Assistant Superintendent in Charge of Manufacture of Mastic Floor Covering — that is, linoleum. Mr. Nickerson is the new Assistant Superintendent in Charge of Felt Base Manufacture. He is promoted from Foreman of the Undercoating and Saturating Department to take over Mr. Seekins' former duties.

Berton L. Seekins

Berton L. Seekins was a Maine boy originally, hailing from Stonington, Deer Isle, where he graduated from high school. The First World War interrupted Bert's senior year in college. At the time he was majoring in chemistry at Colby. He served in the Navy two years before returning to get his degree. After temporary employment at the Roofing Plant while he was in college, Mr. Seekins started full time in March 1921 as an Assistant Machine Tender. He moved to Hanger Man, Thinner Man (in Paint Mixing), and Foreman's Assistant there. In 1923 he was made Foreman of his department. From 1930 to 1942 Mr. Seekins was on special work in the Flooring Laboratory. For a year he served as Mill Supervisor until June 1943, when he was appointed Assistant Superintendent in charge of felt base rugs.

Outside the job Bert Seekins has been for years an active member of the New England Paint and Varnish

Club. He likes to bowl and raise flowers when he has time, but fishing, he says, is his real hobby. "Not surprising," he says, "when you see where I came from." The Seekinses have two daughters, one married and another a junior at Colby, her father's alma mater.

Stuart A. Nickerson

Stuart A. Nickerson is a Cape Codder (Harwichport) from way back, although he was born in Boston and graduated from high school in South Portland, Maine. Later he went to work for the New York, New Haven and Hartford Railroad as a clerk at the East Walpole freight office. Then in 1917 he joined the Army and went overseas with the 82nd Division. On his return in 1919 he resumed his job with the railroad.

Mr. Nickerson came with Bird & Son in January 1922 as Machine Tender in the Undercoat Department. At that time he was attending evening school at Boston University taking a course in business administration. After transferring to the Print Machines for a time, he was in 1926 made Foreman of the Finishing Department. Mr. Nickerson had experience as Foreman in Shipping and Finishing before he became Foreman of the Undercoat Department in July 1933. This is the job he has left to become Assistant Superintendent.

In the line of sports Nick likes golf and bowling. His leisure time is spent at his summer place in East Harwich. He likes to fish but says he would rather dig quahogs.

More Promotions

During the past few months there have been a number of changes in management at our various plants. Several were announced at the Flooring Plant at the same time as the appointments of Mr. Seekins and Mr. Nickerson.

Samuel J. Piraino

Samuel J. Piraino is now Chief Inspector at Flooring. Up until his appointment in November he was a Production Clerk in the Office. Sam first worked as a Clerk here for six months in 1932 and came back to Bird & Son in 1934. For three years he worked in the Finishing Department. Since then Sam has been doing inspection, time study and production work. Sam's home is in Norwood.



William Pratt

William Pratt is the new Foreman of the Undercoating and Saturating Department, succeeding Stuart A. Nickerson. Bill started as a Messenger in 1928 and has worked at various departments in the Flooring Plant since then. In 1940 he became Foreman of the Paint Mixing Department, in 1942 of the Shell Department. In 1944 he went into military service and returned to this plant where he was a Foreman in the Oil Boiling Department until his promotion. Bill is married and lives in Walpole. Mrs. Pratt is one of our former plant nurses.



Ralph Hildreth

Ralph Hildreth takes over from William Pratt as Foreman of the Oil Boiling and Resin Department. Ralph had been Assistant Foreman

President's Message

THE current posters on WASTE in our "IT'S UP TO ALL OF US" campaign strike me as especially timely. Waste is ALWAYS a fifth columnist in industry but never more than it is TODAY. When there are plenty of orders, when priorities and not salesmanship determine where our products go, WASTE may not seem more than a minor problem. The customer is most concerned with *getting* the goods, and not with how much he must pay for them.

As 1949 moves along, however, all this is changing. Competition — the forgotten word in the war and early postwar period — is back in the picture. Once more it is becoming what businessmen call a buyer's market instead of a seller's market. Pick and choose. Compare this price with that. Even automobiles are once more where the buyer can actually not only get the make and model he wants, but he can even choose his color. Some automobile dealers are actually advertising for good salesmen.

Here at Bird & Son we are in much the same position as other companies. We don't need to be told that 1949 is not 1946 or 1947 or even 1948. In this sharper, keener period of tight competition, WASTE becomes a major factor in spelling out the security of the jobs of all of us.

WASTE, if given a chance, would increase our costs to such a point that we could not sell against our competition. WASTE, if given a chance, would drive our customers into the camp of our competitors, reduce our production, cause job layoffs.

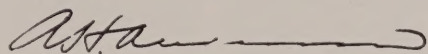
WASTE takes on many forms. As partial effort, it cuts down the work we do each hour.

As carelessness, it puts time and material in the scrap pile instead of the shipping department.

As lack of coöperation, it holds up smooth flow of production.

As indifference, tardiness, and unnecessary absence, it increases the cost of what we produce without increasing its value.

This applies, as these posters so dramatically tell us, to "ALL OF US" — and that goes for me or any other member of the management group exactly as much as for the man or woman in the mill, the office worker, and the technician. Only as each of us takes it to himself will we win the war on WASTE and help make 1949 another good year for Bird & Son products.


President



coming Night Foreman. The Hildreths live in East Walpole.

George Johnson



his time on the Print Machines. During the war he served for a time as Foreman of the Shell Department. George is also a resident of Walpole.

in the Print Machines Department. He was Night Foreman of this department for some time. Ralph came here in 1926 and worked on the Print Machines for ten years before becoming Night Foreman. The Hildreths live in East Walpole.

George Goodwin

George E. Goodwin, named Assistant Foreman of the Finishing Department, moves up from Supervisor of Finishing. Since he came here in 1923 George worked most of the time on this end of the production line. In 1937 he was made a Gang Boss and also held the jobs of Assistant Inspector and Inspector. He lives in Norwood.



John McDougall



John McDougall, formerly Supervisor in the Cut-order and Tile Department, has just been made an Assistant Foreman in the same department. John has had considerable experience in this work. He

started in this department soon after coming to Bird & Son in 1933. He was a Gang Boss in 1938 and by 1941 was made Supervisor. The McDougalls live in Westwood.

Alex Morrison



Alex Morrison is promoted to Assistant Foreman at Undercoating. Alex has always worked in this department. He came in 1923 and has been a Hanger Man, Machine Tender and Supervisor since '42.

His home is in Norwood.

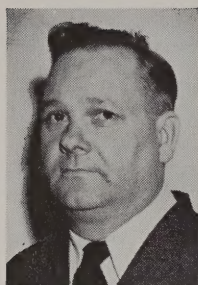
Raymond Boyden

W. Raymond Boyden is a new Assistant Foreman in the Undercoat Department, also moving up from the job of Supervisor. Ray

(Continued on page 6)

More Promotions

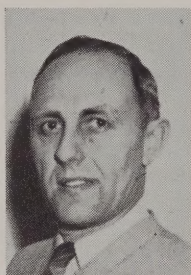
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The Boydens live in Walpole.

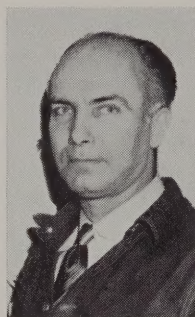
Hubert White

Hubert E. White is another Supervisor from Undercoating who is now an Assistant Foreman in that same department. Hubert started in 1933 and he has worked steadily in this section since 1934. He lives in East Walpole.



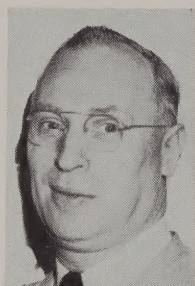
Austin Quackenbush

Austin J. Quackenbush is named an Assistant Foreman in the Finishing Department, moving up from Supervisor. He started in the Inspection Department in 1923, but has been in Finishing since 1926. He is an East Walpole resident.



Clyde Bennett

Clyde A. Bennett is another new Assistant Foreman in the Finishing Department. He has worked here continuously since 1923 and has been in the Finishing Department steadily



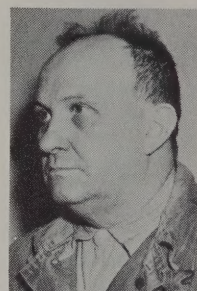
since 1925. For most of the time he has worked as an Inspector. The Bennetts are Walpole people.

Other Plants, Too

Although most of the people going up the ladder have been from Flooring of late, there are some others taking on more responsible jobs whom we want to list.

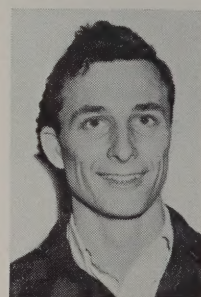
Martin Costello

Martin J. Costello has been promoted to Head Piper at East Walpole Maintenance as of February 1. He replaces John Dower who has retired. He has always been in the same department here since coming in 1922 as a Pipe Fitter's Helper. He has worked up as Pipe Fitter, Assistant Foreman, Gang Boss and Supervisor to his present job. Mr. Costello lives in Norwood.



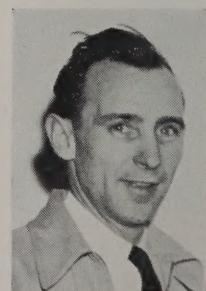
Norman Greene

Norman R. Greene became Storekeeper at the Roofing Mill in November. Before that he had been a Clerk in the Asphalt Blowing Department since coming here in January, 1947. Norman's home is in Norwood.



James Weir

James T. Weir had the Storekeeper's job in Roofing until his December promotion to Assistant Foreman at the Roofing Shipping Department. Jim started with the company as a Messenger in



New Assistant Secretary



WARREN H. ANDERSON, Assistant Treasurer, has been appointed the new Assistant Secretary of the Corporation, replacing the former Welthea Smith who resigned

the first of the year to be married. Mr. Anderson still retains his Assistant Treasurer's title and duties.

His service with Bird & Son dates back to 1935 when he joined the Accounting Department. In May 1940 he became Internal Auditor, and in April, 1946, Auditor for the company. One year later he was made Assistant Treasurer in April, 1947.

Warren graduated from the West Bridgewater public schools and received his bachelor's degree from Boston University College of Liberal Arts in 1926. He worked in several Boston and Brockton concerns before joining Bird & Son. His home is in West Bridgewater where he indulges in his hobby of back yard farming. There are two little Andersons, Barbara, age 7, and the latest pride and joy, Kenneth Warren, who arrived just before Thanksgiving last year.

1931. He has worked on the various machines at this plant. When he left for military service in 1944 he was a Machine Tender on No. 6 Machine. He returned to this job in 1946 and after a few months transferred to the Maintenance Stores. His home is in Norwood.

Anne Lindsay

Anne H. Lindsay in the Treasurer's Office has taken over the duties of Secretary to the Treasurer, work formerly done by Welthea Smith (now Mrs. Hanna). Anne started in 1933 as a Messenger and progressed through the Stenographic Department to Purchasing. She was a Secretary in Purchasing when she was transferred as a Secretary to the Treasurer's Office in 1942. Anne is a Walpole girl.



Bernice Woolley



Bernice F. Woolley succeeds Alice Fales, who retired this past year, as Secretary to the President. Mrs. Woolley began at Bird & Son in 1945 as a Correspondent in Research Sales, transferring in

1947 to the Treasurer's Office as Secretary-Clerk. She had been in the President's office since last October. She lives in Brockton.

At Phillipsdale

At Phillipsdale promotions of two men to Foremen and another to Master Mechanic are announced:

Everett Rockwood

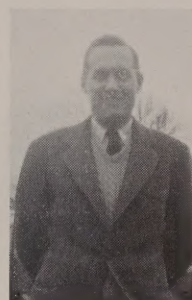
Everett A. Rockwood becomes Master Mechanic, a position held by Willie Banks until his recent retirement. Everett started in our East Walpole Maintenance Department in 1925 as a Painter. In 1930 he went to Flooring Maintenance where he became a Millwright and later a Gang Boss. During the war he was a Foreman in the Shell Department until he transferred to Phillipsdale as Assistant Foreman in the Maintenance Department at the Rhode Island plant. The Rockwoods continue to live in East Walpole.



George Condry

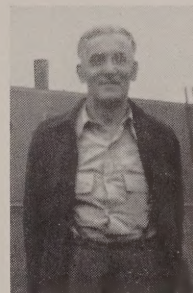
George Condry is the new Foreman at the Insulating Board Plant and in the Insulating Board Finishing Department, replacing Felix Glea-

son, who has left Bird & Son. George came in 1938 as an Office Boy. The next year he was Rag Preparation Supervisor. From 1943 to 1945 he was away in military service. Since returning he has been Foreman in charge of the Wood Department until he took on his new duties. George is a resident of Rehoboth, Mass.



Joseph Ferreira

Joseph Ferreira is now Foreman of the Wood Department, taking over George Condry's former job. He started with Bird & Son in the Cutting Room in 1933. In 1942 he was a Defibrator Operator in the Wood Department and in 1947, Head Defibrator Operator there. East Providence is the home of Mr. Ferreira.



January Awards

A PART from the more spectacular year-end awards, there are still the regular \$10 and \$5.00 winners for January 1949. Half of the winning suggestions won the \$10 award, and Edmund Wenstrom acquired an extra sawbuck (\$10 to you) for having five accepted.

You may be interested to know that you get paid for an accepted suggestion, even if you have left the company. In January there were two men whose suggestions were accepted who had been laid off at

the Roofing Plant. Their checks were mailed to them.

January winners:

\$10 Awards

Anthony J. Abril, FBQ
Julius Aukstolis, FBPM1
Gerard E. Couture, EMM
Nicholas Ferrara, FFG
Claude W. Ragsdale, FSPM
Henry Van Gemert, FXR
Edmund Wenstrom, FBM

\$5 Awards

Thomas Concannon, FBV
Joseph Cornelia, FXV2
Gerard E. Couture, EMM
William J. Gecawich, DPB
Homer McNeely, FSPM1
Alfred J. Mucciaccio, DMPM2
Clarence H. Murray, FBV

Lupica Award

(Continued from page 2)

of \$25 (see picture) for his suggestion, "Store Tarred Felt on Wooden Pallets." This worthwhile idea saved on the handling of this product and allowed us to give the customer better service. It was a valuable idea during the seven months it was used. It is no longer in use now as the method of handling has been changed again and the rolls are now loaded directly onto a waiting trailer truck.

Peter Lupica came to Roofing Shipping in 1942. A Checker-Driver, he has been in the REVIEW before. He was the man on the cover of the February, 1948 issue.

Competition is Back



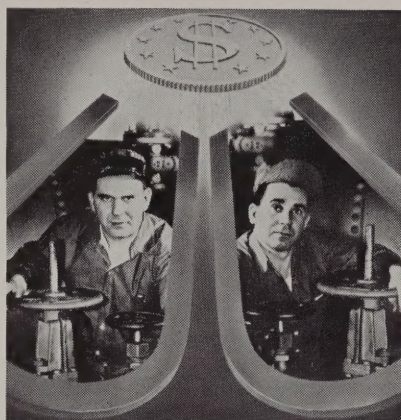
Every letter we send, every contact we make, every item we produce, every service we render helps to build or tear down public good-will. To have good-will we must earn it.

IT'S UP TO ALL OF US!



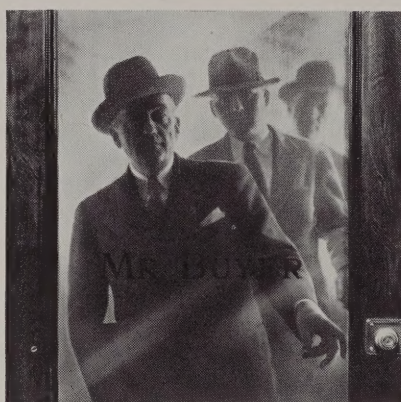
Our sales curve is our battlefield in the war of business and job security. It's competition against competition - our management against their management, our workers against their workers, our salesmen against their salesmen. Man for man we've got to do better.

IT'S UP TO ALL OF US!



Whose workmanship attracts the customer's dollars? Your workmanship or the workmanship of the fellow doing the same job for our competitor? The customer demands the most for his money - it's up to us to give it to him.

IT'S UP TO ALL OF US!



WHO GETS THE ORDER? Our salesmen or our competitor's salesmen? The one who offers the biggest value--the one backed up by the best organization makes the sale.

IT'S UP TO ALL OF US!

THESE four posters have appeared at the big new plant bulletin boards during the last four weeks. The message they carry is not a new one. It's a mighty important one, though, in a time like the present when competition is really back with us again.

1949 can be a good year for Bird & Son. Just how good it is, is going to depend on each and every one of us. The things we do day by day to make our products and our service just a little bit better than the other fellow's will determine how much of the business in Roofing, Floor Covering or Paper Boxes come our way.

It's something to think about — and work on — as the weeks and months of 1949 go by.

It definitely is **UP TO ALL OF US.**

EMBA Members Vote on Final Dissolution

EIGHTY-ONE members of the Employees Mutual Benefit Association met at Bird School Hall on Friday, January 21, to take final action regarding the affairs of this association.

The E.M.B.A. stopped functioning as an organization in August, 1947, after the company had adopted the new Group Insurance Plan. Being a Mutual Benefit Association, its assets belonged to the members, not to Bird & Son, and only the members could decide upon the steps to be taken.

By vote of the members in August, 1947, a special committee was appointed to make recommendations and report back. The meeting on January 21 was called to hear the report of this committee and take whatever action the members then decided upon. The members of the committee are: John Cooke, Joseph Coburn, Ernest Oakes, Samuel Piraino, B. D. Rogers, John Pratt, Velma Cobb, Charles Anthony, A. W. Smith, and Walter Connolly of Bird Machine Co.

President John Cooke opened the meeting at Bird Hall. Following the reading of the minutes of the last meeting by the Secretary, Mr. Cooke gave a detailed report on the work of the committee. Mr. Oakes, treasurer, reported total assets of \$82,783.64 as of December 31, 1948. This figure includes a considerable amount of stocks, the value of which, of course, may change before the organization is finally dissolved.

The necessary votes were then taken and passed unanimously to make the recommendations of the committee effective and legal. These votes, properly worded in legal language, provided for three steps to be taken:

1. Each member who retired before August 7, 1947 and who had received a \$250 Certificate of Insurance, will receive a new life insurance policy for the same amount. This will be paid for by the association. The old certificate will then be called in and cancelled.
2. After all expenses are paid, the remaining assets of the association will be converted into cash and will be divided among all the persons who were members of the association on August 8, 1947. Each month of member-

ship in the E.M.B.A. will entitle each member to a unit of credit. At the present time it appears that the individual units will be worth about 17c apiece. For example, a person who had been a member for ten years would be entitled to 120 units. 120 times 17 equals \$20.40. It should be understood that this unit value of 17c may change up or down according to what the shares of stock are worth at the time they are actually converted to cash. At the present time it looks as if the final figure would be pretty close to this 17c.

3. When the new insurance policies have been bought, all bills paid and the rest of the cash distributed to the members as voted, the association will then be considered dissolved. This final action will require the approval of the State Insurance Commissioner and the filing of certain papers to make it legal and final.

It was voted to have the committee which made the report and recommendations at the meeting on January 21 continue to serve as the committee for winding up the affairs of the association. They will start immediately to carry out the votes just described. It will probably take several months to work out the details and distribute the cash to the members who are entitled to it.



Local 1384 Honors Retired Members

THEIR total service added up to over a hundred years, their ages to at least twice as much. Joseph Jalea, John Graney and Samuel McLeod had been with the company a long time and had retired at the end of the year. Their fellow union members in the Flooring Plant wanted to do them honor.

It was a fine roast beef dinner put on at the Colonial Inn in Medfield, January 13. Local #1384, C.I.O., was giving the party, which was in charge of its retirement committee: Oscar Johnson, chairman, Robert Deane and Philip Muehlberger. Albert Procaccini, Union President, as master of ceremonies, introduced the speakers

of the evening. Plant Superintendent Ralph Wight gave the principal talk and the crowd of a hundred or so also listened to remarks from Frank Sutherland, Leo Bernier and Tom Rogers.

Gifts to Honored Guests

As a permanent testimony of regard Sam, Joe and John were presented by the M.C. on behalf of all with a leather billfold. Each wallet contained a substantial sum of money. Besides these gifts each honored guest was given a life membership card in the union. The guests each expressed their appreciation and sat down amid

Top: The Flooring union gives a party for its retiring members. Left to right at the head table: Robert Deane, Thomas Rogers, Frank Sutherland, Leo Bernier, Philip Muehlberger, Samuel McLeod and John Graney (two of the guests of honor), Albert Procaccini, Howard Johnson, Clare Hayman and Ralph Wight.

Below: More of the crowd at the union testimonial dinner to Messrs. Graney, McLeod and Jalea, who retired on December 31.

general applause. A social evening followed the banquet. Messrs. Graney, Jalea and McLeod went home that evening with best wishes for many happy years in their retirement.

The pictures on this page were taken just as festivities started at The Colonial Inn.

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH HARRIET PHALEN
SABINA COSTELLO MARJORIE PYNE
LOUISA GRAHAM DOROTHY McEENEY
 JULIA LEWIS

We miss Evelyn Wadleigh, Stenographic Head, who is on the sick list, and hope she will be back with us soon.

After a bout with pneumonia, Sabina Costello is back, we note with pleasure.

Helen Zimmermann, for some time synonymous to many of us with the New York Office, leaves shortly to be a full-time housewife with her husband and small child in Cooperstown, N. Y. Welcomed to the Bird family in her place is Mrs. Nina Mann, who has already been learning the ropes.

Ellen Dray, pretty blonde from the Credit Union, exchanges marriage vows February 20 with Francis Burke. The couple will live in East Walpole.

We welcome to our midst Arthur Glastetter of Cost Accounting. Arthur shuttles back and forth from Sharon.

Grace Munroe of Cost was out sick for several weeks. Lester Ekman — whom she works with — was glad for one to see her back.

A very pleasant evening was spent at the Tenpin Inn in Walpole last month at a shower for Edith Cecchi. The girls in her department gave her a hat of money, cleverly concocted by Kay Gulick. Edith walked down the aisle February 6 and now is Mrs. Joseph F. Dion. They are living in Walpole. We all wish them the best for many years to come.

Alice Hennessey, before Edith's shower, had some of the girls at her house for a social hour. They had a fine time and especially enjoyed meeting Alice's charming husband, Dan.

Biggest news in Flooring Sales is that there are three new men in the department, Sam Walsh, Paul DeChellis, and William Tyson. They are training in the Office for outside sales. Sam is strictly a newcomer. Paul transferred from the Roofing Plant where he had been working on No. 6 Machine and Bill Tyson is a former Bird Salesman (Roofing) now back to the fold again.

Mildred Randolph has added a black Cocker Spaniel puppy to her pets. She already has Trixie, a parakeet. Poochie and Trixie are a wonderful combination, sometimes just too cute for words. It was amazing what the two of them could do to a dress Mildred was cutting out and left unguarded for a few minutes!

Catherine Elias went home to Buffalo to visit her parents at Christmas time. After flying back to Boston, she says that's the only way to travel.

Welcomed back among old friends is Olevine (Tetreault) Watson, who left Box Shop Sales in 1947 to be married. She is now back in Shoe Carton Sales.

Mattie McLaughlan has taken over the Hermitage, succeeding Welthea Smith Hanna as "resident manager."

Mr. and Mrs. B. D. Rogers left last month driving via the southern route for California. As this is being written Mr. Rogers is visiting



Jimmy, 2, holds baby sister Louise Ann, 10 days old. William F. Geary, Finishing Mill Foreman, is their grandfather. Mother is Louise (Geary) Hinchey, formerly of the Main Office.

the Shreveport Plant. They expect to return to East Walpole sometime after the first of May.

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	DOMENIC MCKENZIE
FRANK NYBORN	JACK HOLLIDAY
GEORGE LAMORE	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINETTE PETRONI
EDWARD POWER	

Henry DiFlaminio wins the title of Honest-Man-of-the-Month. In one of the bales of waste paper bound for the beaters, Henry spotted a familiar looking document. He picked it up and found it was a \$25 U. S. Government Savings Bond. It was a little dirty but the name and address of the owner were plain enough. So Henry promptly mailed it back to its owner, a Boston man.



Twenty-five years ago in December, 1923, Arthur Colburn, now Superintendent of No. 1 Box Shop, came to work for Bird & Son. One night last month associates in the company gave him a party at the Lafayette House to celebrate his anniversary. In the picture, seated: William Murphy, L. S. Wright, Benjamin Baranowski, Charles Mutch, John Locke, Mr. Colburn, F. H. White, K. G. Rouillard, Frank Massey, James Maguire and R. L. Tupper. Standing: Ralph Watson, Frank Meyer, Earl Boyden, John Curran, John Goonan, John Burke, Chester Andrews, Hermon Barker, A. M. Kendall, and John J. White, retired.

Henry received back a lengthy letter from the man and his wife who owned the bond. They wrote that the bond meant a lot to them and hoped that when things got a little easier for them they could send him something more than their thanks.

We are glad to see Ralph Wilkins back if only for part of each day. Hope you'll be feeling like your old self soon.

Moses Bader of the Drafting Room wishes he had taken sword swallowing lessons in his youth. The other night at home in Roslindale he poured himself a nightcap of milk. He took a big gulp when — YIPE! Something scratched his throat. He got rid of whatever it was and examined the glass of milk. In the bottom was a collection of staples — the kind used on a milk bottle cap. Moe figures the stapling machine went haywire and dumped a bunch of them into the particular bottle of milk which reached his house. The next day the doctor told Moe he was none the worse for his attempt to drink bits of steel.

Certain gentlemen in the Paper Mill and Main Offices are said to be taking reading lessons of late. It all started because the Walpole constabulary insists that cars heading for East Walpole Square KEEP TO RIGHT around the Pleasant Street traffic circle. Several of these aforesaid gentlemen pass this way each morning and have been notified that the sign means what it says!

To settle an argument as to the relative merits of Oscar Robillard's Studebaker and Earl Fuller's Ford, a group of men in the Laboratory is considering taking over the Norwood Arena race-track for an evening to give the boys a chance to do their stuff!

Did you ever stop to figure:

If No. 5 Paper Machine ran constantly for 50 weeks, 6 days per week, making paper .030 of an inch thick, at a speed of 230 feet per minute, the linear footage would be 99,360,000. The square footage would be 3,278,880,000, and if cut up into 12" x 12" sheets piled one upon the other, the pile would extend 1,553

miles into the air. Or spread over the earth one layer thick would cover 117 square miles.

Best wishes from all to Karl Larson, who hurt his arm quite badly on the Pressboard Machine last month. (See account of the accident elsewhere in this issue.)

NO. 1 BOX SHOP

JOHN P. WALSH
BARBARA GREEN
CATHERINE BELLEW

FRANCES FAHEY
EDWARD PADUCK
HENRY JOHNSON

Congratulations to Mr. and Mrs. Romeo Valerio on the birth of a daughter, December 27. Joanne is her name.

Tony Unaly sent us cards from the palm-lined drives of Miami, Florida. He says he's feeling better, and is back now.

We hope the news girls, Jeannette Morris, Charlotte Oakes, Marjorie MacEwan and Clare Larson, in the Solid Fibre department will enjoy their stay. Best of wishes go to the four girls they replaced.

One of the winners at the Bird Club Monte Carlo Night was Jack Walsh. Starting with something over 12,000 "dollars," he had built his pile to over 365,000 by the end of the evening. He says he won on the dice games, but what his system is he's not saying!

Fran Polovitch is wearing a beautiful diamond given her by her Big Moment, Joseph Johnson, Jr.

Everyone is delighted to see Nora Feeney back after her long illness.

Helen Quackenbush should go to Nevada where they really go in for gambling — if the clean-up she made at the Monte Carlo Night is any sign of her skill and luck on the gambling boards. (Or into partnership with Jack Walsh? See above.)

NO. 2 BOX SHOP

ELNA GOTTBERG
A. D. SMITH

JOHN MCGRATH
BERTA KUGEL
BARBARA COYNE

His gang misses Reza Cote and hopes he will be back soon.

Mary Cofsky almost won \$75 at one of the Norwood stores. She didn't get there quite soon enough, but at least she got \$10 worth of groceries.

Congratulations to Billy Ford and Minty Saulen who have been promoted to Finishers. Also to Sammy Purpura, who is a new Lineup Man.

We were sorry to learn of the illness of Marie Rainville's daughter. She was in the hospital with pneumonia.

Three of our workers have been on the sick list: Mary Brady, Arthur Kennedy and Ed Jankowski. May you read this news item back on the job!

Congratulations to Billy Grinavic on the birth of a son, January 18. He is Junior, of course.

Ed Scanlon is back at work and his leg is pretty well healed now.

The Shipping Department has a new correspondent, John McGrath, in place of Margaret Kaski. Welcome!

Congratulations to Leslie Hall, who completes twenty-seven years of service with the company on February 15.



Top left: Maureen Judith Kelter, daughter of Edward Kelter, No. 1 Box Shop. Eight-year-old Maureen is an accomplished tap dancer. Top right: Susan Jean Curran is sixteen months old. Dad is Leonard Curran, of No. 1 Box Shop. Below, left: Paul Robert Angelo, nine months. The outstretched hand is to catch the youngster. This is his first step. Marian Angelo, his mother, worked at No. 1 Box Shop. Below, right: Kathleen Marie Campisano is the daughter of Charles Campisano, of No. 1 Box Shop. The child is twenty months old.

Have you seen Mary Thomas's beautiful diamond? She recently became engaged to Hayes Kelley of Norwood.

Ed Maloof has another little income tax exemption in his family. On January 3rd, Mrs. Maloof presented him with their second daughter, Marilyn Barbara, 8 lbs., 3½ oz. They have two sons besides.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

Arthur Blakeney was recently elected Chancellor Commander of the Marathon Lodge No. 52, Knights of Pythias. Congratulations, Arthur.

We have a fine addition to our FB-20 building. A huge crane from Providence, R. I., plus the able crew of Vappi and Sons of Cambridge, have been constructing the new building. Many an eye has been watching the huge crane hoist the long "I" beams into place. (See cover picture of this issue.)

On December 23, John Walsh was tendered a testimonial dinner in honor of his thirty-six years with Bird & Son and his retirement on December 31. John was given a pocket watch

with gold chain and pen knife. It was a fine gift for a very fine man. We wish him God-speed and good health for many years to come and hope he won't forget to drop in and see us from time to time.

We welcome back Carl Edman and Enos Masciarelli, both of whom were out sick for a short time.

We welcome Norman Greene as our new Storekeeper. Norman took over the job from James Weir, who has been appointed Assistant Foreman of the Shipping Department. Congratulations to them both!

Walter Hixon recently had his tonsils out and hopes he won't have any more throat trouble.

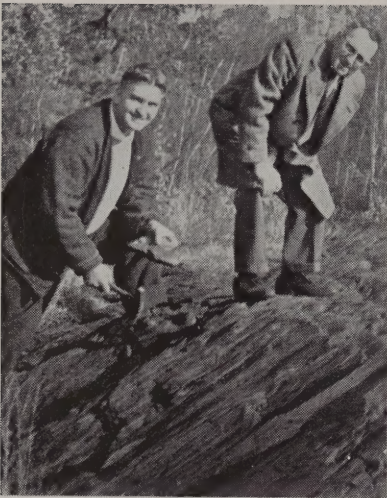
Eddie O'Rourke and Luigi Cicolani are now driving new-to-them Chevrolets.

John Instasi is the proud father of a bouncing baby girl, born on January 19, weighing in at 7 lbs. and 11 oz. and named Edna Ann.

Charlie Alden is putting his talents as a cartoonist to good use by going with the Bird Club Vets' Show and drawing likenesses of the boys who are patients in the veterans' hospitals.

Another entertainer in this show is Uno Wiik, master of sleight of hand, who delights everyone with his quicker-than-the-eye acts.

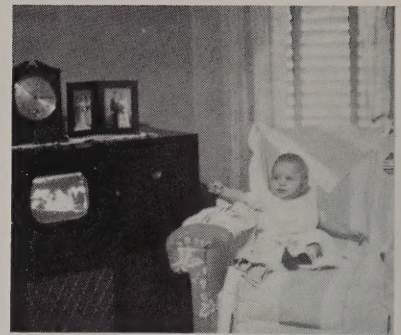
Pierino Palazzi is planning a trip to Italy sometime in May.



Prospectors Bill Wright and George Smith examine an outcrop (rock, to us). This geological expedition was in search of a possible quarry to supply us with rock.



This young lady, already on the go, is year-and-a-half old Linda Lee Young, daughter of Flooring employee Clarence Young.



Junior, young son of Michael Malacaria of Norwood Roofing, will be brought up with television a commonplace thing in his life, it seems.

After walking for three years, Ed Jones of the Lab decided it was more fun to ride. So he has bought a 1941 De Soto and is pretty much pleased with it.

Among the new faces around is Roger Amadon of Duxbury (though he wishes it were nearer and plans to make it so). He is a mechanical engineer, having graduated from M.I.T. in 1948.

Ted Michienzi and Alec Alessandrini spent a couple of weeks' vacation in Florida. What's the scoop on the Tropical Park race track, boys?

Among our new car owners are Freddie Vietze with a new Chevy and John Korpela with a new Buick.

There are two mink farmers now in the Roofing Mill. Mike Benedetti has purchased from Bill Bishop two females and one male mink and from this humble beginning he hopes in time to raise his own fur coats.

We have long known that Frank Munchback was a spare-time farmer. When he said he was growing a new crop of wool we naturally thought he had taken to raising sheep. However, it seems that the "wool" he meant is growing on the top of his head. Says he is thickening his thatch. McKenna, take note.

Congratulations to Vito Vasilunas of the Shipping Department on becoming the proud papa of a bouncing baby boy. The youngster who arrived the day after Christmas, is named Vito Stephen.

John Stupak became a pedestrian for a while as a result of damages sustained by his brand new Nash, struck by a reckless driver on the morning of New Year's Day.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY	DOROTHY HAWES
RICHARD ELLIS	M. MULVEHILL
JAMES CONNOLLY	CLARENCE PHILLIPS
CHARLES COBB	CLARENCE YOUNG
CARL HILTON	RUSSELL RICHALL

First television owners in the Linoleum department are Gordon Ginn and Arthur Fortier. Both are well satisfied with their sets and recommend buying one to their friends.



Joseph Eppich, Jr., already assumes the casual stance of a big leaguer as he holds a bat in his left hand and munches an apple. Note bulge in cheek. His father is Joe, Sr., of Flooring Maintenance.

Tony Aurretto is one of the first to get a '49 Chevrolet. Tony waited a long time for this car. Although he could have had another make he wouldn't take anything but a Chevy.

Russ Webber had a wonderful time flying back from New York. He was particularly enthusiastic about the airline's hostesses.

Lou Kannally's son knows how Ducky Daddles felt when the sky was falling. While he was eating breakfast one morning the light globe fell on his head and bounced onto the table — unbroken. The light globe, that is, not his head. It took three stitches to close the gap in the boy's head.

Arthur Ellis, Howard Ellis's older boy, has finished his boot training at the Great Lakes Naval Training Station and is now off for sea duty.

Bird Armormite rugs came in for a bit of publicity when one of these was drawn as a prize at an editors' meeting in Boston. The personable young industrial editor, Joan Leach, who won the Bird rug was delighted to get it for her apartment out in the Back Bay section of Boston.

The Undercoat department welcomes the new Foreman of the department, William Pratt. At the same time the department wishes the former Foreman, Stuart Nickerson, good luck, good health and prosperity in his new position as an Assistant Superintendent.

And speaking of the Undercoat department, the Clerk of the department has made the news, too. Peg Mulvehill was off to Florida with a girl friend for a vacation. What a place for a single Irish lass at this time of year. Lucky girl!

Lawrence White announces the birth of a new baby girl in his family on January 10. Name: Eleanor Marie.

Add to the list of new car owners Joe Wall. Joe can now be seen p.m.'s heading in the direction of Needham in his Chevy coupe. This, of course, is when he isn't playing table tennis in East Walpole.

We extend a welcome to two new members of the Flooring Lab, Robert William Hall, better known as Bill, and Herbert Johnson. Both of these Norwoodites are now acclimating themselves to their duties.

Congratulations to Harry Mott on the birth of a son, James Vincent.

William (Andy) Cormier is a proud grandpop, and we mean proud! He is already trying to find a job for his daughter's new baby! Andy's motto is "get 'em young and start 'em young," just like the Boston Bruins.

Willard Jonah finally sold the old homestead and moved into his new home last month. All still in Walpole.

Joe Fanning is getting married in February and tells us he is planning to see New Orleans with his bride before he returns to us.

Jim Ronci hasn't had any car trouble at all this winter. Is it a better car or a better winter?

Hubert White is sporting a new-to-him '46 Chevrolet.

Design Department's Joe DiMarzo, staunch defender of vehicles made by H. Ford, was seen downtown recently looking longingly at the new Chevrolet.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

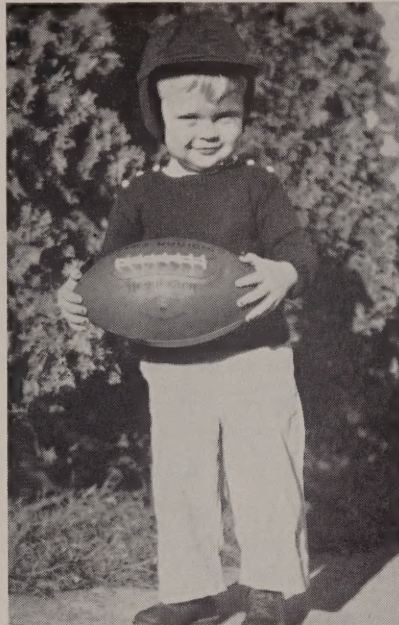
Job Study Accepted

EVALUATION of the jobs at the Phillipsdale, Rhode Island plant has recently been completed and was accepted by the union there on January 20th. The study which began last June included evaluation of all jobs except those in Maintenance and Engineering Departments.

Creighton Hill, Director of Personnel, and Howard Whitney, Director of the Industrial Engineering Department, held preliminary conferences with both plant and union officials early in 1948. Following these, a joint meeting was held on June 22nd at which Mr. Whitney presented John J. Murphy, Engineer, who was to do the actual job evaluation. Mr. Murphy explained in detail the procedure to be followed. He told how job descriptions would be obtained. First he would visit the department with the Foreman to get an overall picture of the operations. Then he and the Foreman would observe each job individually in order to understand thoroughly all that is involved, — the degree of difficulty, skill required, physical factors, education and technical knowledge required, etc. Each job would then be written up by Mr. Murphy and approved in succession by the Foreman, Mr. Knight, the Superintendent, and the department steward and the union officers. The full co-operation of the union was pledged and was subsequently given during the months that the job evaluation was in progress.

Ratings and Rates

About the first of this year the job had been completed and a series of conferences began. Mr. Whitney and Mr. Murphy met first with the management and then with the union officers to discuss point values and the individual ratings of each job in comparison with all of the others. At these conferences wages were not discussed. Their purpose was to place a point value on each job which would be in line with the job descriptions already agreed upon. When these matters were settled, another conference was called and actual rates



Football hero of 1966? We present Oscar Lambine's sturdy young hopeful, Paul Martin Lambine. Oscar is Chief Engineer at Phillipsdale.



Paul Johnson, Phillipsdale Chemical Engineer, has two lovely little daughters. They are Marcia and Betsy.

were discussed with the management and the union officers. At these January conferences, both management and union officials made suggestions which were considered and adopted so far as practicable in setting the final job ratings and wage rates.

Mr. Murphy's final report at the conclusion of his study recommended thirty-nine job rates to be increased, sixteen job rates to be decreased and

two job rates to remain the same. In decreasing job rates it was of course understood that no holders of the jobs at present would have their rates decreased but that new workers coming to these jobs would take the new evaluated rates. The thirty-nine job rate increases meant hourly pay increases to one hundred twelve men on those jobs.

The Phillipsdale Plant is the second large division of Bird & Son to accept a new job evaluation since the Industrial Engineering Department was started in 1946. The other is the Norwood Flooring Plant.

Notes

Felix Gleason, who has been Foreman of the Board Mill for some five years, has left us to accept a position in Florida. We wish him the best of luck in his new job. Before he left his fellow Foremen presented him with a pen and pencil set at a dinner held in his honor on January 19 at Johnson's Hummocks Grill.

We are all glad to see Chet Mason back. Chet had been out for quite a while but he is considerably better and is looking fine.

Fred Matthews is looking very sporty, especially on rainy days when he has a chance to wear the new raincoat he got for Christmas.

Talking about new clothes, we must mention Al Carvalho's new jumpers. This time they are the real McCoy. They came out of a real store and not out of a bale of rags.

Joe Queenan, the Republican politician from East Providence, attended the Inauguration in Washington. We wonder if someone told him that Dewey won.

We were very glad to have a visit from Messrs. Williams and Soward from Shreveport recently. It was a rather short visit and we hope to see them again sometime when they may stay longer.

Rex Salisbury recently celebrated his fortieth anniversary with the company. He too was remembered by his fellow Foremen, who gave him a smoking set at our January Foremen's meeting.

Word has been received of the death of Joseph Braga's mother in Portugal the last of December. We offer Joe and his family our sincere sympathy.

George Condry has been appointed secretary of the Planning Board of the Town of Rehoboth.

We received postcards from Arthur Trudell mailed from Montreal and Shawinigan, Quebec, which would lead us to believe that he and his wife were enjoying their trip through that part of Canada. This is the last mention we will make of Trudell in the REVIEW until we get some more notes from him!

Francis McCabe and the Mrs. enjoyed a week-end trip to New York recently and came back with a load of antique furniture. Consequently Frank has been spending all of his

spare time lately redecorating the antiques. . . . He says no more antiques for him. It's too much work.

Leonard Boucher of DPIF is quite proud of his "new to him" Studebaker which he purchased from Felix Gleason before Felix left. Leonard said that although it is a 1937 car it was in first class condition except for a broken block which, we understand, he replaced for \$24.00.

Our own Danny Hourihan is about to get his diploma from a welding school — which he says makes him a first-class welder.

The weather has been so mild this winter Ted Madden wonders if he didn't make a mistake in hauling his 40 ft. cruiser out of the water last fall.

Jack Mello thinks a great deal of his pipe. He took a gallon can of floor wax into the Brigade Room recently and polished his pipe with it for about 20 minutes. When he got through it looked like new, even though he has had it for about ten years.

We congratulate George Condry, new Foreman of DPI and DPIF and Joe Ferreira, who have been appointed Foremen of DPX.

John Borges is proudly announcing the arrival of a daughter on January 21. The baby has been named Cheryl Ann. Everyone is doing well.

Glenlyon and Bird Top

Local Bowling League

OUR bowling team in the East Providence Industrial Bowling League is having a hard scrap with our neighbor, the Glenlyon Dye Works. Glenlyon led the league for a couple of months and then the Bird team took the lead away from them for a month. Now Glenlyon is back on top.

These two teams are far out in front of the rest of the league. The battle for the championship is between them. Two of our men were

listed among the top five in the averages, John Cyronak and Bob Pearson.

The table tennis team in the Industrial League is just about holding its own. We have lost two good players and we need replacements. If you know anything about table tennis, come around and help us out.

Inter-Department Bowling League

We now have a four-team league bowling every Wednesday evening at the Darlington Alleys in Pawtucket. The teams entered at present are the Mechanics, Electricians, Office and Yard. Everyone seems to have a good time and a place will be made for you, if you would like to bowl too.

Ernest A. Robinson

ERNEST A. ROBINSON, Engineer at the East Walpole Power Plant since 1935, collapsed while playing cards during the noon hour at the East Walpole Brigade Room on Monday, February 5. He died before a doctor could be called. Mrs. Stratton, Plant Nurse, was summoned from the hospital next door, and applied artificial respiration, but was unable to revive him.

Mr. Robinson had two periods of employment with Bird & Son. He was first here as an Engineer from July, 1923 to August, 1929. From 1929 through 1930 he was at the Statler Hotel, Boston, as engineer, and from May, 1931 until he returned to Bird

& Son in July, 1935, he was engineer for the Quincy Market Cold Storage and Warehouse Co. at 178 Atlantic Avenue, Boston. He came back to Bird & Son in 1935 with a first class engineer's license and was one of our Operating Engineers from then until his death.

He is survived by his wife, Mrs. Amy Robinson, and relatives in Canada. Funeral arrangements were incomplete at the time of going to press.

Anthony Yuhasky

ANTHONY YUHASKY, for thirty-one years employed at the East Walpole Stock Transfer Department, died suddenly on Friday, January 21. He apparently collapsed suddenly while walking along Washington Street in East Walpole early in the evening and passed away before medical aid could reach him.

Mr. Yuhasky had always worked in the East Walpole Stock Transfer Department. His continuous service record there dates from March, 1917. Even before that he had a record of four years at Bird & Son from April, 1912 until he left voluntarily in October, 1916. For many years he had been a crane operator and tractor driver in this department where the big rolls from the paper machine are moved in and out of storage.

He boarded at a home on Polly Lane, East Walpole. His closest relative is a cousin from New Jersey. Funeral services were held on Tuesday, January 25.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of March, and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
William J. Quinn	3-9-00	Paper Mill	49
Bartley B. O'Donnell	3-1-05	Retired	44
John S. Mattson	3-4-08	Roofing Plant	41
William Morrisey	3-29-10	Retired	39
Ivar Lindquist	3-3-11	Roofing Plant	38
Felix Thompson	3-10-11	Janitor	38
John Peza	3-13-11	Roofing Plant	38
Salvatore Lacivita	3-8-12	Roofing Plant	37
Camillo DePlacido	3-22-12	Roofing Plant	37
John Broadley	3-2-15	Retired	34
John J. Foley	3-18-15	Retired	34
Eric Carlson	3-7-16	Retired	33
Stanley Alukonis	3-7-16	Roofing Plant	33
James Wilkes	3-10-16	No. 1 Box Shop	33
Michael Yasionis	3-5-17	Finishing Mill	32
Alexander J. McDonald	3-29-17	Maintenance	32
James Capone	3-19-19	No. 1 Box Shop	30
Joseph Catalano	3-26-19	No. 1 Box Shop	30
Howard S. Hanna	3-1-20	Purchasing Agent	29
John Alexandrowicz	3-16-20	Roofing Plant	29
Earl Hanson	3-20-20	No. 1 Box Shop	29

Antonio Piedzewicz	3-24-20	Flooring Plant	29
Joseph Ambroszkiewicz	3-30-20	Roofing Plant	29
Hugh Rooney	3-31-20	Power & Steam	29
Berton L. Seekins	3-3-21	Flooring Plant	28
Girolamo Rignone	3-14-22	No. 1 Box Shop	27
William C. Head	3-20-22	Watchman	27
Victor E. Grant	3-3-23	Flooring Plant	26
Steven K. Barron	3-5-23	Paper Mill	26
John Malacario	3-22-23	Flooring Plant	26
Michael Curran	3-28-23	Power & Steam	26
Marshall B. Lee	3-11-24	Box Sales	25
Thomas A. Rogers	3-31-24	Flooring Plant	25
John P. Conroy	3-11-29	Roofing Plant	20
Harold J. Mattson	3-19-29	Roofing Plant	20
Charles A. Norton	3-21-29	Roofing Plant	20
Francesco Billotta	3-28-29	Roofing Plant	20
Philip D. Muehlberger	3-6-34	Flooring Plant	15
John F. McLatchey	3-12-34	Flooring Plant	15
Francesco Antonico	3-15-34	Roofing Plant	15
Henry C. Eklund	3-15-34	Roofing Plant	15
Daniel Iagatta	3-19-34	Flooring Plant	15
John E. Costello	3-19-34	No. 1 Box Shop	15
Carl F. Hagblom	3-19-34	Roofing Plant	15
Theodore F. Pierce	3-19-34	Roofing Plant	15
E. William Sundquist	3-19-34	No. 1 Box Shop	15
John Valma	3-19-34	Roofing Plant	15
Frank Muczinskas	3-20-34	Roofing Plant	15
John J. McDonald	3-20-34	Roofing Plant	15
William Murray	3-20-34	Roofing Plant	15
Francesco Pennachio	3-20-34	Roofing Plant	15
John G. Phillips	3-20-34	Flooring Plant	15
Charles W. Shusta	3-20-34	No. 2 Box Shop	15
Edmund H. Jones	3-28-34	Roofing Plant	15
Thomas J. McColgan	3-28-34	Flooring Plant	15
Vincent Cappuccio	3-29-34	Roofing Plant	15
David H. Fleming	3-30-34	Roofing Plant	15

John Grenkevich	3-30-34	Flooring Plant	15
Thomas J. Curran	3-6-39	Roofing Plant	10
Peter Daly	3-16-39	Paper Mill	10
Thomas McDavitt	3-16-39	Roofing Plant	10
John M. Down	3-16-39	Flooring Plant	10
John A. Zabrowski	3-17-39	Roofing Plant	10
John R. Hazlett	3-17-39	Paper Mill	10
Walter W. Hansen	3-30-39	Flooring Plant	10
Timothy J. Sullivan	3-15-44	Flooring Sales	5

PHILLIPSDALE

Henry C. Phelps	3-7-09	Plant	40
Helge Holter	3-4-12	Plant	37
Joseph DeCosta	3-5-24	Plant	25
Manuel R. Alexander	3-5-34	Plant	15
Frederick R. Matthews	3-5-34	Plant	15
John A. Cyronak	3-29-34	Plant	15
Alfred Gamboa	3-20-44	Plant	5

CHICAGO

Joseph Blosky	3-11-19	Plant	30
Albert J. Bohnenberger	3-24-21	Plant	28
David Calhoun	3-20-22	Plant	27
Charles M. Sheeley	3-15-39	Plant	10

SHREVEPORT

Eddie White	3-14-44	Plant	5
John C. Lee	3-24-44	Plant	5

BERRY ASPHALT COMPANY

William S. Carpenter	3-17-39	Waterloo	10
James K. Prescott, Jr.	3-17-39	Waterloo	10
Herbert G. McKemie	3-19-39	Waterloo	10.
James W. Almond	3-23-44	Waterloo	5

NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA GEORGE, VIRGINIA O'BRIEN, LAWRENCE PETERSON

Well-Matched Bowlers Fight for Top Honors

WITH half of the bowling season gone by, there is very little change in the standings since last month. The Insulated Bric team from No. 4 Machine is in first place with 30 wins and 18 losses. Second place is held by Masterbilts. 28 wins and 20 losses. The others follow in this order: Proslates, Paroids, Tri Tab Hex, Insulated Stone, and Art Edge.

Close Contest

Roger Sumner's high game of 223 still stands and has not been troubled at all during the last few bowling sessions. Since Ray Coglianese has come into the league with the first half of the season behind him, he is pressing Chuck Finch for the league high average. At the present time Chuck is holding a 162 average, while Ray has a 160, just two pins behind. Strung out behind them are Joe Blosky, Rube Mayer and Ed Scheide. One of the biggest surprises has been the threat by Rudy Budz of Shipping. Rudy, who hadn't bowled for years, is turning into a competitor to be watched.



Harold W. Altman, Office Manager, Chicago division of Bird & Son, has recently been elected to the board of directors of Chicago's Standard State Bank. Mr. Altman locally also holds the office of president of the Highland Business Association and is secretary-treasurer of the Credit Men's Club.

Chicago Chit Chat

James Stanek of Maintenance spent several weeks this winter in Florida acquiring himself a nice tan. Just prior to his winter vacation, his son spent at 10-day leave at home from the Navy to help Jim celebrate the Christmas holidays.

Bill Eby of the Nail Room and Mrs. Eby not long ago visited for four weeks in Santa Ana, California. They saw their son and several other members of the family. There was quite a reunion when he traveled to San Diego to visit his sister whom he hadn't seen in twenty-four years. Bill brought back some pictures of the seashore and other places he visited, and some of these will appear in next month's REVIEW.

Bruce Kellar wrote us recently saying that all is well and hoping that the old gang still remembers him. He would appreciate receiving a letter or postcard from any of Bird's old timers. Bruce's address is the Maple Rest Home, Villa Grove, Ill.

One of the main topics of conversation after Christmas is always who got what and from whom. Rose Fox came out with a new Mix Master from the family, and Mary Henry, a new pressure cooker. We understand Tom Jones's present was a 1949 Hudson!

John Dexter, whose picture appeared in last month's issue as the first employee retiring from Chicago under the new plan, paid us a visit after his trip to East Walpole to attend the big retirement banquet.

REVIEW reporter Mathilda George has been continually after Tony Soltan to bring down a picture of his pet Scotty, Susie. Everyone here at the plant has heard plenty about Susie. But we would like something more than a mental picture to relieve our overworked imaginations. Can any one dog really be quite so remarkable?

We hope that Larry Doherty, Night Watchman, will be able to return to work shortly. Larry has been out with an unusually severe cold that has settled in his legs.

Marshall Meyer of Shipping is continually commenting on the various ties he sees around. He himself wears conservative cravats. But it is our feeling that his kidding is just a cover-up. We think he's envious of the loud plaids, pastels and you-name-it-yourself type of tie that is popular these days.

Philip Czechowski of the Maintenance Department has recently fallen heir to a new name. When he went to check for proof of birth for the retirement plan, he found that he had been christened Felix. His new name at the bowling alley, therefore, is "Felix the Cat."

Mixed Bowling at East Walpole

By ALBERT ECKERT, Chairman

THE January mixed bowling session ended with two teams tied for first place — Erker (No. 1) and Readle (No. 4) and three teams tied for third — W. Anderson (No. 5), Bonnyman (No. 7), and Whitney (No. 6). Wedged between these five, holding second place was Wes Ahlgren's team (No. 8).

The \$4.00 in prize money was split this evening five ways. Kay O'Brien and Helen MacLeod both rolled a 94 for girls' high single and had to content themselves with 50¢ apiece. Peggy Daunt had an uncontested 264 for girls' high three string. Steve Traudt hit 110 for men's high single and Walter Rockwood's three strings totaled 283 for top score for men.



John Dexter, retired Chicago Night Watchman, has his picture taken with fellow Bird & Son men on the occasion of his being presented with a farewell gift. John went to East Walpole just after he officially retired, to attend the Parker House retirement banquet in Boston. You can see him and Bill Wilson in the upper right of the big picture in the January REVIEW.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPATYAC
RICHARD POTTER, Photographer



Do you need an excellent welding job done? Then call on Shreveport's Welder, Charles Sale. Charles has been on the job since February 24, 1947 and his jolly disposition has made working with him a pleasure to other members of the Bird Family.

Shreveport Speaks

For the first time since before the most recent war, L. L. Williams and family were all together for Christmas. Jack and Bud came down from the Northland shortly before Christmas Day with their families to stay with Mr. and Mrs. Williams. What with four children and three grandchildren, the Williams's home was active and merry for the too brief spell that all were here in Shreveport.

During the Christmas holidays, we had the pleasure of seeing several of the Sales Representatives whose distant territories do not allow them to visit the office very often. T. B. Blanchard from Houston, Texas, A. G. Harper and Cliff Pregge from San Antonio, Texas, L. G. Houston from Montgomery, Alabama and M. L. Williams from Enid, Oklahoma, all visited with us during Christmas week. All five have at one time lived in Shreveport and have many friends and relatives with whom to share the holiday cheer.

Charlie Patterson, who was running a bit late one morning, snatched a sack he thought was his lunch. When he arrived at the plant, he found he had ten bananas instead.

William Winkler returned from his vacation with a slick 1947 blue Chevrolet sedan. He says it runs like a 1949 model. He must have spent his vacation riding around as he didn't go fishing or hunting.

Willie Smith spent his vacation at home and made two fishing trips to nearby lakes. He

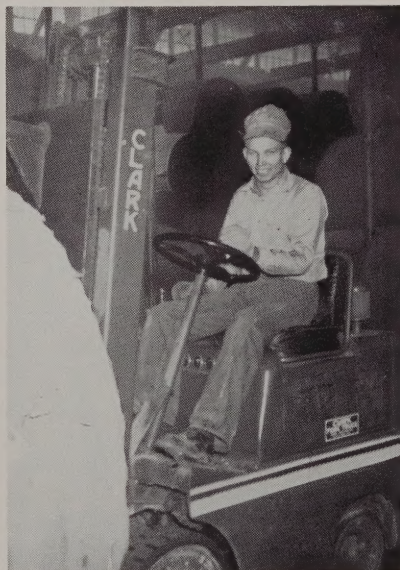
reports fish each trip but none large enough to weigh into the contest.

We extend our deepest sympathy to Robert and Mrs. Jolley in the loss of their day-old daughter, Elizabeth LaVerne.

N. R. McNeill spent his vacation driving his new Buick between Shreveport and Magnolia, Arkansas, as he spent part of his vacation in each place.

L. L. Williams now has possession of the miniature glass car by virtue of a new super-duper black Chrysler Windsor Sedan with Highland plaid upholstery, very heavy on the red side. He claims his grandsons can drive it as all you have to do is head it down the road. The rest is automatic. (For the benefit of other plants: We have a glass car which once was full of candy and is now passed to the person who buys a new car to keep until someone else gets one. Mr. Williams received it from LaFon Colvin).

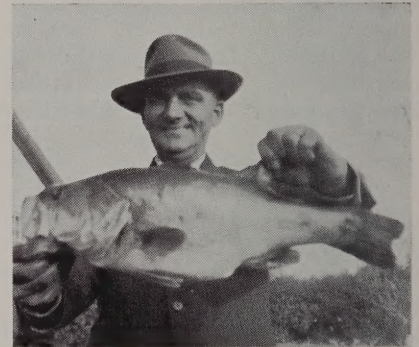
Claude Ragsdale recently purchased a new home and is spending his spare time shaping it up to meet the standards set forth by Mrs. Ragsdale. Rags says it is remarkable how the standards go up when the wife knows it is her own home.



The machine foreman never has a worry about where the next roll of felt is coming from since J. D. Teutsch has taken over Shreveport's dry felt tractor. When he needed more space for storage, he just had another lift welded on the tractor and stacked felt one roll higher.

If J. D. ever had a worry, his smile and humor has them so completely covered no one ever guesses. We have been informed J. D. totes a wicked shotgun and always bags his game during hunting season.

More Bass



Dude Davidson presents his finny prize winner in the latest Shreveport Big Bass Contest.

THE Big Bass Contest closed December 31, 1948 with "Dude" Davidson taking *le Grande Prix* with a 5½ lb. bass caught on Lake Bisten-eau. The weather was like spring here at Shreveport for several days and the contestants could be seen every day hurrying from work to one of the nearby lakes. Dude had an eye for business though and took a week's vacation to be sure that he would have plenty of time to find a big one — and he did.

Hero that he was, Dude now plays second fiddle at his house as a fisherman. Mrs. Dude caught a 4¼ lb. bass the other day and Dude didn't catch a thing. If Mrs. Dude didn't receive her share of the 17 bucks Dude received for winning the last contest, it was not because she wasn't duly informed by the losers.

A new contest which will run from January 1 to June 30 has begun with the following contestants: Claude Ragsdale, Phil Johnson, William Winkler, Willie Smith, G. D. Davidson, D. L. Oliver, Jr., R. N. Potter, Mode Myers, Edwin Sompayrac, Robert T. Wilson, N. R. McNeill, Cephas Myers, G. B. Brown, B. P. Soward, L. L. Williams, Fred H. May, O. N. Sherburne and Phil Leon.

Shreveport Speaks

(Continued from page 16)

Phil Leon and D. L. Oliver had a very pleasant quail hunt New Year's Day. Though no birds were bagged, it was a good outing and both men and dogs were happy to climb into the car and return home.

Gladys Bryan, who answers the Shreveport Teletype, received a very interesting letter and some pictures from the East Walpole "Ass't to the Ass't" Teletype Operator. The pictures were of snow scenes in and around there while we basked in the "Southern Sunshine." Not knowing the name of the writer, Gladys would like to say that she enjoyed the letter and pictures very much and that our warm weather still continues — if that is any consolation to them. (East Walpole "Ass't to the Ass't" is Mary Blazonis. Ed.)

Though Bernie Soward didn't catch the largest bass in the contest, he had his entire fee paid by a few of us easy marks who didn't think a 5 1/4 lb. fish would hit a top water bait in the winter time.

J. D. Teutsch recently turned up at the plant driving a 1942 Plymouth. J. D. says that it is a longstep from a '36 Chevrolet to a '42 Plymouth.

Homer McNeely entered Gowen Sanitorium, January 11. As soon as there is room at the Veterans' Hospital at Alexandria, he will transfer there. In the meantime Aetna is taking care of the expense in this private institution. Also of a little financial assistance is a winning suggestion Homer turned in last month. Visiting hours at Gowen's are 3:00 to 8:30 P.M., so when driving out Line Avenue, all you fellows drop in and see Homer a few minutes.

"Hobo," the plant pup, really looks dressed up and warm in that new sweater. The other day after she'd been wearing it, the sweater was found neatly folded on a bench in the warm locker room. Now everyone is wondering if Hobo took it off. No one saw her, but lady that she is, of course she wouldn't pull it off with someone looking.

Mr. Miller had the pleasure of presenting and Mr. Williams had the honor of receiving a 25-Year Membership Certificate in the fraternal organization of Booth Lodge, F. & A. M., last month.

We extend our deepest sympathy to John Eatman. John's mother passed away January 6, 1949.

A. D. Patterson and wife hope the year of 1949 slips out a lot quieter than it came in. On Saturday, January 1, their 18-months-old baby boy swallowed a half box of aspirin. He was rushed to the Tri-State Hospital and everything came out all right. Their New Year resolution is to keep everything smaller than a soft ball high out of Billy Joe's reach.

Jackie Wise is a newcomer on the night shift although he has lived in the first house down on Aero Drive for a number of years.

Another young fellow coming to work with us and living just a few blocks away is James S. Smith. James is presently working on the night shift and we hope he finds it to his liking.

Blanchard Watts will soon have his first son-in-law. Johnnie Jean and soon-to-be husband are looking hard for a nice apartment or house they can buy.

"Jake" Brown won an additional cash award when his suggestion "Belt Adjustment Roll for Shingle Machine" was accepted last month. Nice going, Jake.

We are glad to have Jesse Shaw join with us as Maintenance Helper. During the war he worked for B. F. Goodrich as tire builder and since was employed by a local car distributor as auto mechanic.

"One-Squirrel-Charlie" Patterson has changed his name. He went hunting with Malvern Barnett and killed two, both with a single shot. So you fellows will have to call Charlie, Mr. Patterson now.

Berry Asphalt Company



Berry Asphalt Company honors the first employee to retire under the new plan. Uncle Joe Boswell poses with members of his family and company executives on the occasion of a luncheon in his honor. (See story.) Left to right: Pearle McGuffin (daughter), W. G. Franke, H. B. Pullar, A. T. Van Pelt, the Guest of Honor, W. A. McGuffin (son-in-law), Mrs. Boswell and Roger Smith.

Berry Honors Joe Boswell

UNCLE" Joe Boswell, his wife, daughter and son-in-law were guests of Berry officials at a luncheon held at the Magnolia Inn on January 7. Uncle Joe, who is loved and respected by every member of the Berry organization, is the first employee of Berry to be retired under the new plan. He is seventy-nine years old, but looks like a much younger man and you would hardly guess he is way past retiring age.

During the seventeen years that Uncle Joe has been an employee of Berry he has been one of the most loyal, conscientious and hard working members of the organization. He has that enviable philosophy of life that each day is another opportunity to do something for his fellow man. A friendly smile, an encouraging word and a happy contentment with his lot in life are routine with him and no one can talk with Uncle Joe without feeling a little better for having done so.

He has had a great moral and spiritual influence in the little community of Waterloo which is his home in every sense of the word. We of the Berry Asphalt Company are very proud to have such a fine man as the first to retire under our new retire-

ment plan. We are happy to know that the benefits will help make the balance of his life more pleasant and secure.

If the rest of us as we go through life can emulate Uncle Joe, we shall be a credit not only to the company but to ourselves and the community in which we live.

Magnolia News

By STELLA HINES

Stork News! A son whom they have named William Burl was born to Fred and Eva Dixon on December 10th, 1948. Fred is Warehouseman at the Waterloo Refinery and Eva, before taking on her new duties, was a Stenographer in the Office at Waterloo.

Mrs. Winfred A. Young was added to the office force at Waterloo the first of November. Better late than never — so "Welcome to the Berry family, Frances."

Larry Lindblom and Bill Liechty both managed to take a few days' vacation during the month of November and it's rumored that Mrs. Lindblom and Mrs. Liechty just happened to pick that time to do a little fall house-cleaning.

Santa Claus was especially good to Doris Grimmitt — he brought her a "new" 1946 Ford.

Mr. and Mrs. Pullar, with their family, spent the Christmas holidays in the South for the first time and, although they missed having a "White Christmas," reported a very enjoyable one.



BIRD

Gambling Tables

Big Hit at Monte Carlo Nite

THEY gambled, they danced, they applauded the intermission show. And then they danced and gambled some more.

Tsk, tsk. Not gambling in Massachusetts!

Oh, yes it was. Down at the Norwood Elks' Club too, on January 25. This was the very successful Monte Carlo Night put on by the Bird Club. To be sure the money said "It Ain't Hay" on its face, instead of a dignified THE UNITED STATES OF AMERICA. But the fun was as real as the potato chips on the counters, where patrons munched as they tried their luck. Most popular game for making (or losing) money seemed to be the dice games. There were also plenty of dancers to Vin Perry's smooth orchestra, which played throughout the evening.

The intermission featured numbers from the club's Veterans' Entertainment Show. These included dances by Peggy Hunter, Scotch lassie, songs by the Ippolitti sisters, impersonations by Frank Lewis and tricks by the mystifying magician, Uno Wiik.

In fact, there was something for everyone to do — for the fellows with their gals or for the single Janes and Joes. Small (comparatively speaking!) cash prizes in real U. S. currency went at the end to the four ladies and gentlemen whose luck and skill won them the most "hay" during the evening.



Scenes at the Bird Club Monte Carlo Night. Top: Crowd plays one of the dice games. Next: The attractive dance floor of the Elks Club invites a goodly number of Bird couples. Next to bottom: Tickets are exchanged for a package of bills amounting to over 12,000 "dollars". Bottom: Two and three deep, Bird Club members and guests lined the boards all evening as they tried to outwit Lady Luck.

CLUB

Men's Bowling

By DICK SPRAGUE and
JOHN HUTCHINS, Co-Chairmen

THE FBW Granule team is still leading the league with 84 won and 6 lost. The next team is Flooring Shipping — 75 won, 15 lost. The rest of the league seems to be well balanced, so let's go, gang, and knock off those top teams!

The high three-string has been broken twice within the last month. Frank Shumski hit 340 the first week in January and Roger Percy hit 348 two weeks later. The high single is still untouched. Didick did it.

Team standings at the end of the eighteenth week are given below:

Team	Won	Lost	Percent
FBW	84	6	.933
FFV	75	15	.833
FBV	62	28	.688
FF	55	35	.601
FBI	51	39	.567
PFL	50	40	.556
FB-GEN	46	39	.541
EM	46	44	.511
ERB	45	45	.500
FX-2	41	49	.456
A	36	54	.400
FX-1	28	57	.329
EMT	27	63	.300
FFN	27	63	.300
PFG	25	65	.278
FBPM-1	16	74	.178

Basketball

By CHET GRUSHESKI, Chairman

SORRY that we have been slow on reporting the progress of the basketball team. Due to the holiday season we didn't think it fair to interfere with the players' holidays. Now that's over, we are settling down to serious work.

The boys have been working hard and at the present time we have two tough games under our belts. Both games have been with teams from the Hyde Park Y.M.C.A.

The first game wound up with a score of 92-81, with the home club (Bird) on the short end. The game was close for three periods but then Hyde Park pulled out in front to stay in the last period. Offensive stars for this game were Tappy Venterosa and Varnish Milozewski, with 22 and 20 points respectively.



Although these Bird Club bowlers are lined up like tenpins ready to be knocked down, they will do all the knocking down that's going to be done! Starting from the front: Frank Mazzocca; Joe Ralkavich and Joe Erker (only southpaw?); Dick Sprague, John Foley and Charles Locke; Norman Lull, Jack Holliday, Bob Grover and Henry Meyer.

The second game was a little different. The score was 70-63. Ah, but revenge is sweet! Hyde Park in this game took the lead early and held it until the last five minutes of play. At this point our boys got a little on the warm side and took the lead, never to relinquish it.

This time there were no individual stars. Everyone — Tappy, Lou Hariman, Les Tarbell, Frank Malacinski, Archie Slaney, Uuno Wiik and the rest played a whale of a game.

Coming Up

A game has been arranged with the Attleboro Y.M.C.A. senior team and games with the Fitchburg Paper Company of Fitchburg, Mass., and the Alper Paper Company, down in Rhode Island, are coming up. Both these last are the strongest teams from their locality. The Alper Paper Company were Rhode Island Industrial Champs in 1947 and 1948.

So far the spectator support hasn't been too good. Maybe it's because you haven't been too well informed on what's been happening. Now

that we're really rolling, how's about all you guys and gals trotting, walking, riding, or flying yourselves up to the Walpole High School and see what we have to offer. All it will cost you is a little bit of your time. Admission to all our home games is free. Roxy Coburn, our Nurse, has offered to be cheer leader if a suitable rooting section will be at hand. Let's all be there so's the young lady won't be alone. If you're not interested in basketball, come up anyway and watch Miss Coburn turn handsprings, back flips, etc.

That's all for now. But from now on we'll do our best to keep you informed on the progress of the team.

P.S. All home games are played on Monday nights. See bulletin boards for dates.

Girls' Bowling

By PAT McDONALD, Chairman

ANNA SCKUNES on the Lucky Five team took home the booty (ankle socks) in the January 11 Mys-

(Continued on page 20)

Bird Club Vets' Show Visits Cushing

THE two Gray Ladies went ahead. You could recognize them all right in spite of the Red Cross uniform — Mary Moylan and Mary McDonagh. Trailing the Gray Ladies down the endless corridors of Cushing Veterans Hospital was a group of entertainers from the Bird Club. Three or four of the fellows were shoving along the piano on its wheeled platform. The girls in the crowd — the ones in long evening dresses — clattered and swished along after them. When the delegation reached the proper ward, they split up into two groups. One group went along with Mary McDonagh to another ward. This one stayed while "Moyl" contacted the nurse and orderlies to escort them into the ward. (Mary and Moyl go to Cushing one night a week to serve with the Red Cross — so they know the ropes.)

The men sitting around or relaxing on their cots seemed to be expecting their visitors. Bill Grazado, accompanist for this group, without further ado, sat down at the piano. Frank Lewis, M.C., introduced the first number, and the completely delectable Ippoliti sisters came forward to harmonize in "Bella, Bella Marie." The first performance of the revived veterans' show was under way.

The Bird Club put on shows in Army hospitals during the war and now the Veterans' Entertainment Committee is bringing back to veterans' hospitals many of the same talented Bird & Son people who performed before. The troupe also includes friends of club members who entertain too just because they want to.

These musicians and variety artists included this first night, January 26:

Matthew Connolly, Don Frazier, Dan Sweeney, Charles Alden, Claire Geary, Frank Lewis, Irene Ippoliti, Anna Ippoliti, George Wallace, Uuno Wiik, Bill Grazado, Pauline Ransow; and Joe Tomasso, Al Paré, and John Lamont, the JJJ's Trio of Walpole.

Part of the same show provided the intermission entertainment at the Bird Club Monte Carlo Night last month at the Elks' Club. Appearing at that time also was the nimble young Scottish dancer, Peggy Hunter.

This month the Bird Club entertainers are going to Murphy General Hospital in Waltham. All these temperamental *artistes* are ably managed by Hilda Rafuse, committee chairman and club president, who sees that everything goes off smoothly. On her committee are such familiar names as: Mary Moylan, William Grazado, John J. Murphy, John Grover, Pauline Rafuse, Matthew Connolly, Don Frazier, Howard S. Whitney and Albert W. Smith.

Girls' Bowling

(Continued from page 19)

tery Roll Off. No one knew ahead of time the basis for the prize. It proved to be the most 8's knocked down in the first two strings. There's another mystery to be solved in the alleys the 15th of this month.

The Solids still lead and so does Betty Kugel for high individual honors. If you think subs are inferior to the regulars, give another think. Substitute Mary Blazonis last month turned in one string of 116!

Table Tennis Moves Into Second Series

By BOB GROVER

WHEN the first half of the Table Tennis League concluded, it found the Macs, captained by Jock McDougall, holding the top spot. McDougall was ably assisted by two rookies, Joe Wall and Bob Knox. To attain this position the Macs bested the Kems with "Honest Bob" Grover as pilot, by a mere point.

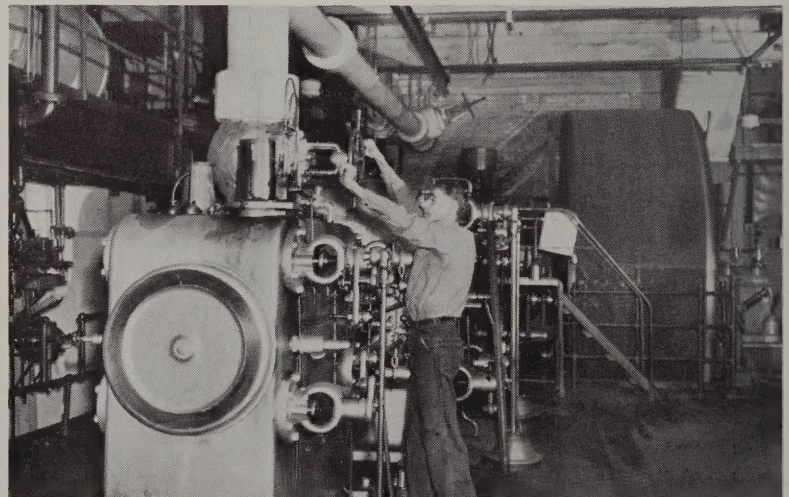
Here are club standings at the end of the first half:

Singles		Doubles	
Macs	29	Macs	5
Kems	28	Prints	4
Specs	23	Finns	3
Finns	22	Kems	2
Prints	18	Specs	1
Labs	15	Labs	0

The January handicap tournament found fourteen players battling for honors. The results were surprising! Not only does Jock McDougall, former chairman, win first prize, but second goes to the new chairman's brother, John Grover. John G., who pressed Jock all the way, in a statement after prizes were awarded said, and loudly, "I wuz robbed!"

Table Talk

One player showing more and more promise is Gus Fabiani. . . . Best in the "talk-a-good-game" department are Larry Hewins and Joe Wall. . . . Jim Freeman has dropped twelve (12) ounces since he started playing the game seriously. So, folks, if you want to reduce, table tennis is the solution for you.



ANOTHER RETIREMENT

On the afternoon of January 28, Engineer Oscar Saterdal shut down for the last time the old "C" engine which had operated continuously since 1897 at the East Walpole Paper Mill. For many years it drove the No. 2 Mill jordsans and beaters. The last time it was rebuilt was 32 years ago in 1917. About 20 years ago the mill shifted over to electric power. Since that time "Old C Engine" has driven an electric generator supplying part of the power at East Walpole. An inglorious end is in sight for this "long service" engine. It will be broken up and sold for junk.

On the Lighter Side

"I'm Brave Hawk," said the Indian chief, introducing himself to a paleface. "This is my son, Fighting Bird," he continued, "and this is my grandson, Four-Engined Bomber."

Nowadays opportunity doesn't knock; it rings the phone and asks if you're listening to the right radio show.

Pointed Warning

One of our engineers reports seeing the following sign posted near tanks of acetone and colodion in a southern chemical plant:

IF YOU MUST SMOKE DO SO.
THEN LEAVE SUDDENLY BY THE
EXIT THAT WILL APPEAR IN THE ROOF.

Factory Mutual Record

Vive L'Amour

Our Parisian spy reports that an American damsel touring Parree went to an escort bureau to engage a gentleman to show her the town.

"Would Mademoiselle prefer a gentleman from the north or from the south of France?"

"What's the difference?"

"The Gentleman from the north, he is, what you say, gallant and thoughtful. The gentleman from the south he is a smooth talker and, oh, so very romantic."

"Well," said the lass, "I'll take a southerner from as far north as possible."

Little George was saying his good night prayers in a very low voice.

"I can't hear you, dear," said his mother.

"Wasn't talking to you!" said little George firmly.

Boss: "You are 20 minutes late again. Don't you know what time we start work at this factory?"

New Employee: "No sir, they're always at it when I get here."

"So you go to college, Eh?"

"Yea."

"How high can you count?"

"One two, three, four, five, six, seven, eight, nine, ten, Jack, Queen, King."

Sign in a Factory

"If your sweater is too big for you, watch out for the machines."

If you are too big for your sweater, watch out for the machinists."

Doctor: "The best thing for you is to give up smoking and drinking, get up early every morning and go to bed early every night."

Patient: "You know, somehow, doctor, I don't feel that I deserve the best. What's second best?"

Wage Talks

(Concluded)

between Local No. 383, International Union of Operating Engineers, A.F.L., and management representatives. Mr. Hill presented management's case against an increase at this time; the union side was represented by Joe Sanders, International Representative. After a day-long discussion it was agreed by the union not to press its request for a wage increase at this time on condition

that management would sit down on April 8 and consider the matter at that time.

At a similar meeting with the bargaining committee of Local 170, United Gas, Coke & Chemical Workers of America, C.I.O., at Chicago on February 1, management's position was outlined by Mr. Hill. Chester Walczak, District Director, represented the union. He stated that the matter would be formally laid before the membership of Local 170.

Larson Injured at Finishing Mill

KARL H. LARSON, while working in the East Walpole Finishing Mill on January 21, accidentally caught his right hand and arm in one of the machines, injuring himself seriously.

Karl was helping Frank Purpura feed a new sheet through the press-board machine. The first thing anyone knew, Frank heard Karl yell. He had caught his arm between the dryer felt and the dryer roll. Frank ran to shut off the machine. Patrick Costello meantime threw out the clutch. While Purpura got the Foreman, John DeCosta, Patrick Costello and Joseph Campisano cut the dryer felt to release the injured man. DeCosta and James "Red" Schuller, who also had hurried to the scene, immediately gave Larson first aid. Everything possible and proper in the way of first aid was administered by the time Roxy Coburn, Plant Nurse, arrived.

"They did exactly the right thing," she said.

It is easy to talk good first aid. It is not so easy to remember everything and follow through when a bad accident happens. These men kept their heads, remembered what they had been taught, and did everything they could and should do to make Larson as comfortable as possible until medical aid reached him.

Karl is now at the Norwood Hospital. The full extent of his injuries is still not known but latest reports are that he is coming along well.

Safety Engineer Frank Eisenhower investigated the accident and reported the accident was not caused by negligence so far as can be determined.

Karl, who is thirty-three, is married and has always lived in Walpole. He has played evenings in local dance bands for a number of years.

Paul R. Carrier

PAUL R. CARRIER, young Norwood Roofing employee, died January 19 after an illness of only a few weeks.

Paul first worked at Bird & Son in 1942 and left shortly for the Army. After three years in the infantry he came back in August, 1946 to No. 1 Roofing Machine. When he was taken sick he was in the Finishing Department. Paul, who was not quite twenty-five, leaves his wife, Mary, of Dedham. His parents in West Roxbury also survive him.

Funeral services were held January 22 with a solemn high mass of requiem.

Elected

Six Bird & Son men running for town offices in January's town election in Walpole were all successful candidates when the ballots were counted. John J. Burke, General Superintendent at East Walpole, and Howard S. Hanna, Purchasing Agent, were both re-elected to the Board of Selectmen. Edward Holmes, Fibre Box Salesman, was re-elected for another term on the School Committee, and Joseph Erker, Jr., Office Manager, elected for the first time to that same committee. James B. Maguire, Fibre Box salesman, and Albert W. Smith, Personnel Services Manager, were both elected to the newly formed Walpole Housing Authority. Mr. Smith serves as its Chairman. These two men were appointed by the Selectmen last summer to serve temporarily on the Housing Authority until the time of the annual election and have now been elected by vote of the town.

Acknowledgments

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Charles Cobb and Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mr. and Mrs. Francis Forrest
Miss Mary Forrest

We thank you for your kind expression of sympathy extended to us in the loss of our cousin, Anthony Yuhasky.

Mrs. M. Wisniewski

We will always remember your kindness and sympathy.

The Eatman and Barnett Families (Shreveport)



BIRD
NEPONSET
REVIEW

March

1949

Vol. 37 No. 3



*A Report of
Stewardship
to our Employees*

+

From the Management: BIRD & SON, inc.

ANNUAL REPORT ISSUE

Clippings

Arm chair gardeners who are busy reading seed catalogues this time of year are learning from their reading that you don't need an acre of land to grow your own apples or pears. *Better Homes and Gardens Magazine* says that dwarf fruit trees are available now requiring no more space than lilac bushes. The fruit is as large and fine in every way as standard orchard trees. Each tree bears about half a bushel. If you plant several varieties, you get family size crops each year with different varieties ripening at different times all during the late summer and fall.

* * *

Briggs Stadium, home of the Detroit Tigers, is now the brightest lighted Major League baseball park. Thirteen hundred and twenty-eight giant G.E. floodlights using 1500-watt lamps and fifty-eight additional lights using 1000-watt lamps shine from eight steel towers 120 feet above the field and make it bright as day.

* * *

The little woman in the house can be the most important factor in home safety, according to Joseph S. Stech, Manager of the Greater Chicago Safety Council. It's up to her to watch out for the home hazards that last year cost the American public about \$600,000,000. Falls are the most frequent type of home accident and next come burns, scalds, and explosions, these two types accounting for two-thirds of all home fatalities. Home accident death rates are highest among young children under five and old persons over sixty-five.

* * *

The Bakelite Review for January pictures a modern fish pond game for Junior's rainy days. Put six permanently inflated vinylite plastic fish in the bath tub and give Junior and his pals each one of the fish poles. The fish are caught by a small magnet on the end of the line coming in contact with the metal on the mouth of the fish. Children from four to eighty-four like the game.

* * *

The Suggestion Committee reports the following figures for 1948:

Suggestions submitted	899
Suggestions accepted	300
Percentage accepted	33.4%
Number of suggesters	360
Number successful	191
Percentage successful	53.1%
Total cash awards	\$5,480.00

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BIRD NEPONSET REVIEW

Vol. 37 No. 3

March 1949



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and International Council of Industrial Editors.



Published for the employees of Bird & Son, inc.
to promote good service, good business, good will

EDGAR M. GROUT	Editor
ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

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Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., and Shreveport, La.

The Annual Report for 1948

WE present here for every employee the figures of Bird & Son's operations in 1948. These are the same official figures which appear in the Annual Report to Stockholders, just published. The only difference is that these figures have been stripped of their accounting language and explained in non-technical terms.

As we already know, 1948 was another very good year for Bird & Son. We had our problems, but with the co-operation of everyone all along the line, we solved them. We were able to meet increased costs of raw materials. We were able to start some major construction and modernization programs. We were able to pay

higher wages and salaries. We met a federal, state and local tax bill of more than \$2,000,000.00. Finally, we were able to make a good profit.

Out of this profit we have paid modest dividends to our stockholders and the usual annual payment into the retirement trust. What is left gives us part of the money we shall need to pay the tremendous cost of modernizing our plants and equipment so that we can get our fair share of business in the years ahead.

Here are the final figures for 1948 compared with what we showed in previous years for the same items:

Sales

1948 —	\$44,363,753.24
1947 —	38,278,165.93
1946 —	27,871,985.02
1945 —	22,617,175.92
1940 —	15,231,352.50

Raw Materials

1948 —	\$18,608,395.62
1947 —	15,157,029.74
1946 —	11,475,683.24
1945 —	9,440,202.04
1940 —	5,721,898.88

Wages — Salaries

1948 —	\$11,784,822.15
1947 —	10,362,334.41
1946 —	8,520,784.35
1945 —	6,802,582.64
1940 —	4,764,655.51

The 1948 figure includes the 11 cents per hour wage increase and the corresponding salary increase granted last year as the result of negotiations in January and July.

Total Employees

1948 —	2953
1947 —	2873
1946 —	2897
1945 —	2684
1940 —	2578

Benefits

1948 —	\$1,753,127.84
1947 —	1,557,100.96
1946 —	825,757.15
1945 —	664,357.23
1940 —	527,155.03

The great increase in this amount for the past two years is explained by the contributions to the Retirement Trust Fund. This figure for 1948 was \$912,995.70. This amount just paid, like the amount of \$828,097.99 paid a year ago, has been put in the Retirement Trust for the benefit of all of us. Not one cent can ever come

back to the Bird & Son treasury. It is set aside to pay future pensions as Bird & Son workers retire.

Taxes

Federal - State - Local

1948 —	\$2,120,697.44
1947 —	2,240,836.69
1946 —	942,519.77
1945 —	633,780.84
1940 —	341,156.57

The 1948 tax bill represented almost 5 cents out of every dollar taken in the sale of our products.

Dividends

1948 —	\$958,894.00
1947 —	958,894.00
1946 —	561,856.80
1945 —	505,137.20
1940 —	448,930.10

The figure paid in 1948 is exactly the same as for 1947, in spite of increased sales.

Stockholders are the folks who put up the money which makes this business possible. There are more than 2000 of them. Perhaps you are one. Since 1940 the dividends to this group have a little more than doubled. In the same length of time employees' wages and salaries have more than doubled and employee benefits have more than tripled.

Improvements

The year 1948 has seen a complete return to days of real competition such as we have not seen for nine years. Rationing and priorities vanished with the war years. Allocations of production and a towering backlog of orders have now become things of the past. They went out with 1948, and with them went the easy era of sales without effort. To meet the new and really tough competition now at hand,

(More on Page 6)

AND JUST AS TRUE TODAY

FORTY-FOUR years ago, talking before the Boston Central Labor Union, Justice Louis D. Brandeis, the great liberal and friend of labor, said:

"The employees should strive to make the earnings of any business as large as possible. There can be no greater mistake for the workingman than to restrict the output of the individual. You must make the total earnings of the business in which you are engaged the largest possible. By earnings in this connection I mean the aggregate fund available for paying workingmen, investors, and managers. Make this aggregate large and there will be plenty for all among whom it is to be divided.

"The most potent factor in securing large profits is the avoidance of waste, and the greatest source of waste in the industrial world is unused, undeveloped, or misdirected human effort. To the correction of that evil, trade unions should direct their attention.

"Any restriction upon the output of the individual reduces the fund of profits available for distribution, besides demoralizing the man who is so restricted.

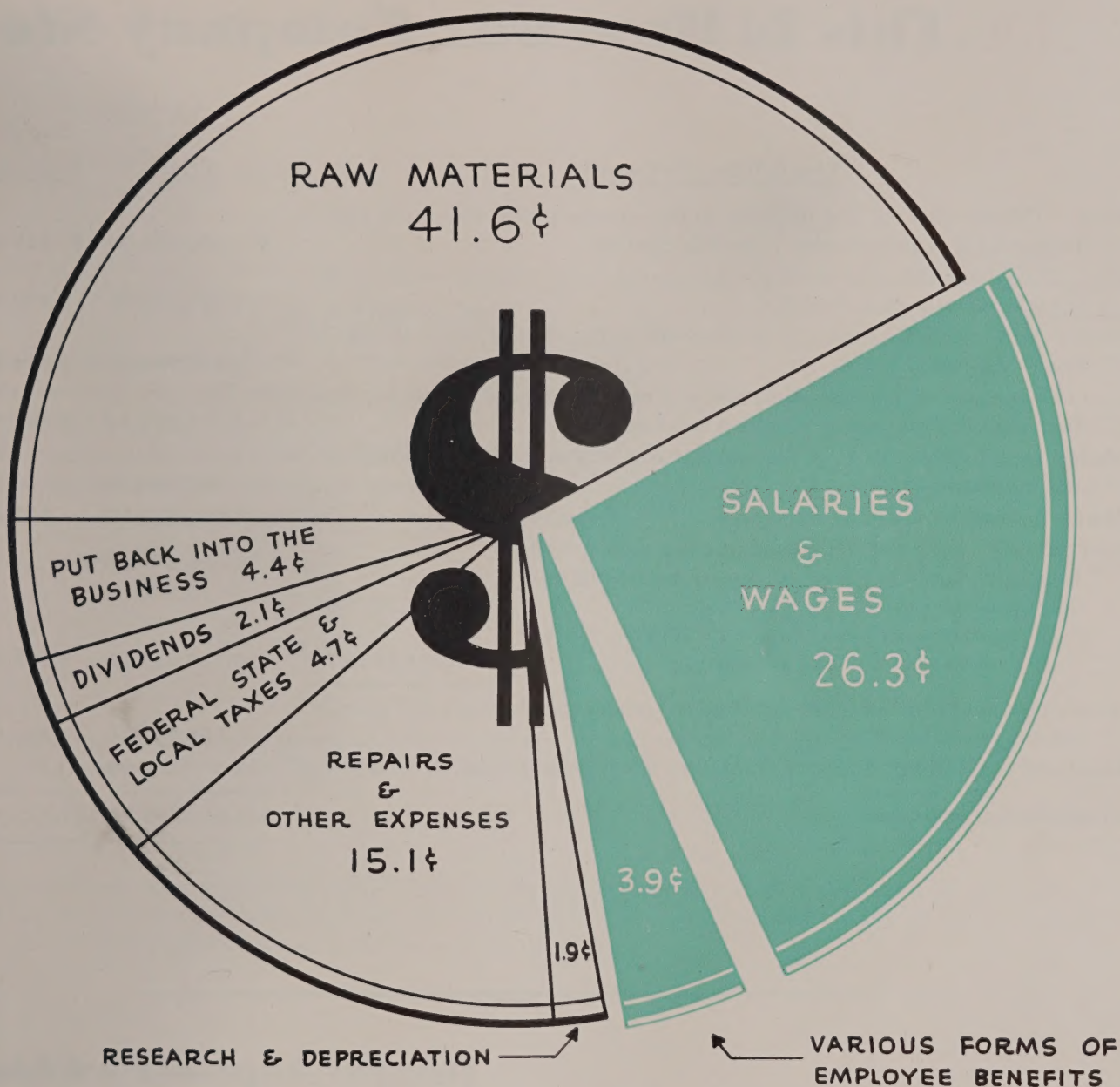
"It follows also that differences in efficiency between different individuals must be recognized and rewarded, and that those who can work

faster and better than the others must not be retarded by the less efficient. The industrial superiority of America is largely due to the absence of restriction upon individual effort — to the encouragement of the individual by giving him the fruits of his efforts.

"A limitation of the production of the individual is pure waste. The business is merely rendered less profitable, and the man whose production is restricted is injured also. Nor does the restriction of output make more work for others. The amount of work to be done is, in a country like ours, in no sense fixed — for the amount of goods or services men buy is not fixed. The amount bought is, as a rule, limited only by the ability to buy.

"If you waste human effort you make the product cost more. If you raise prices without increasing incomes you have simply limited the amount that will be bought. You have not made more work for more people. You have merely given people less for their money."

Justice Brandeis devoted his entire life to the interests of the working man. He was a liberal in politics and in the field of social service. He is remembered in Massachusetts for his sponsorship of Savings Bank Life Insurance Law and the Credit Union legislation.



How We Spent Each Sales Dollar Last Year

The largest slice went into raw materials. It took 41.6 cents of every sales dollar to buy the materials we make our products with — waste paper, asphalt, oils, and hundreds of other similar items.

Employees received 30.2 cents out of each dollar — 26.3 cents in salaries and wages and 3.9 cents in benefits, including such things as group insurance, pensions, cafeterias, and company contributions to the Bird Club and Credit Union.

15.1 cents of each dollar went for repairs and other necessary expenses to keep our plants operating efficiently.

Taxes took 4.7 cents out of each dollar. A nearly similar amount (4.4 cents) was put back into the business to help pay for modernizing our plants.

Stockholders received 2.1 cents out of each sales dollar as dividends.

The smallest item, 1.9 cents, was for research and depreciation.

This is How Our Company Stood

<u>This is What We Owned</u>	<u>ASSETS</u>	
	<u>Total</u>	<u>Per Employee</u>
Cash — (Money on hand and in banks to buy materials, pay wages and taxes, improve plants, and for other operating expenses)	\$ 930,232.90	\$ 315.01
U. S. Government and other securities representing money invested which can be turned into cash when needed	3,985,079.56	1,349.50
Money owed to us by customers for products sold to them but for which they have not as yet paid	2,870,909.08	972.20
Cost of raw materials, products in the course of manufacture, and finished products ready for sale and stored in our plants and warehouses	5,273,211.54	1,785.71
Money owed to us by the U. S. Government as a post-war refund and miscellaneous investments	207,193.50	70.16
Money invested in an affiliated company	922,623.50	312.44
Cost of land, plant and office buildings, machinery, tools, equipment, furniture and other property used in the manufacture of our products	\$16,431,526.99	
Less an estimated loss of value due to wear, tear and obsolescence during lifetime	6,691,513.87	
	9,740,013.12	3,298.35
Money paid in advance for insurance, taxes and other expenses which will provide benefits in the future	685,630.71	232.18
Good-will — As its value cannot be calculated this is carried on the books at	1.00	
Total of What is Owned	\$24,614,894.91	\$8,335.55

Berry Asphalt's Clever

YOU know how many young fathers buy trains for their sons at Christmas time.

"The kid's been wanting a train for a long time," they say. But you know darn well it's Pop who wanted the train and Junior's lucky to get a crack at it when the old man is home.

The Berry Asphalt Company makes good use of this practically universal

passion of the American male for railroad trains. They use trains to advertise their oil products. Each month a railroad car blotter (see picture) is sent out carrying the name of Berry Asphalt.

Blotters are nothing new in the way of advertising. But instead of the old rectangle with a picture on top and blue or green blotting paper under-

neath, this blotter of the Berry Company is cut in the shape of a railroad car. The January blotter is a streamlined engine. The next ten months the cut-outs are tank cars — oil being Berry's product — and bringing up the rear of the train in December, of course, is the caboose.

Three or four pages of reading matter fit beneath the cover cut-out. You



at the End of the Year 1948

This is What We Owed	LIABILITIES	
	Total	Per Employee
We owed for materials and other purchases and expenses	\$ 1,476,026.44	\$ 499.84
We owed employees and others for wages, commissions and royalties earned in 1948 but not payable until 1949	569,058.72	192.71
We owed for contribution payable in 1949 under terms of the retirement trust	912,995.70	309.17
We owed the federal and various state governments for taxes	1,974,422.32	668.61
We have reserved for accidental loss and unexpected expenses	131,773.84	44.62
Total of What We Owed	\$ 5,064,277.02	\$1,714.95

The difference between what we owned and what we owed is what we are worth and represents the stockholders' investment in the business	19,550,617.89	6,620.60
	<u>\$24,614,894.91</u>	<u>\$8,335.55</u>

The above statement explains the various items on the company's balance sheet at the end of the year 1948. This shows that an investment of \$8,335.55 was necessary for each job or a total investment of \$24,614,894.91 was required to provide employment for the 2953 employees of the company.

Blotter Advertising

know it's advertising, but they don't throw "Buy Berry" at you right off the bat. Page one patters on about this and that. There is a bit of Berry's own down-to-earth Fishosophy. One such in the form of verse:

"Oh what a blamed uncertain thing
This pesky weather is;
It blew and sned and then it thew,
And now, by jing, it's friz."

You note there's a handy calendar on this page and then turn to page 2. Here you read the three Berry's — Razzberry's, Gooseberry's, and Chuckleberry's. Only after this pleasant come-on do you finally get, on page 3, to a little straightforward advertising of company products. The last page is the blotter itself.

Credit for this clever and successful

advertising goes to the president of the company, H. B. Pullar, who had the original idea. Chester Eberle of Chicago thought up the engine for the January blotter. Since the blotters have been in use, Leo P. Bott, advertising man, along with Vice President W. G. Franke, has been handling them.

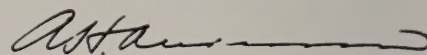


management paid out \$1,868,358.73 in 1948 for plant and equipment improvements together with machinery replacements. We are confident this will help us bring in the business we shall need to make 1949 a good year for us all.

Looking Ahead

In the current year 1949 our board of directors has authorized amounts approximating

\$5 millions for new construction. On February 1 we broke ground for a new felt mill adjoining our roofing plant at Shreveport, Louisiana. Completion of this important new unit is expected by the turn of the year. Also, included in this \$5 millions is money enough for the new power plant at East Walpole, construction of which has already started.


President

The Report to Stockholders is available to any employee of Bird & Son who wishes a copy. Make your request at the Treasurer's office.

How We Spent the Money in 1948

We took in:

	Per Cent
From sales of our products to customers	\$44,363,753.24
From interest, dividends, royalties, etc.	391,401.62
Total	\$44,755,154.86

We spent:

The following amounts necessary to keep plants operating:

For raw materials which we must purchase from others such as rags, papers, wood, asphalt, linseed oil, crude oil, etc.	\$18,608,395.62
For repairs, fuel, supplies and other manufacturing expenses	6,709,489.61
For depreciation at government approved rates	772,908.59
For research and experimental expenses	87,664.33
For federal, state and local taxes	2,120,697.44
Total amount spent for above	\$28,299,155.59

Leaving balance available for wages and benefits to employees and payments to stockholders

\$16,455,999.27 100.0

This was divided as follows:

Paid in salaries and wages	\$11,784,822.15	71.6
Paid in employee benefits	1,753,127.84	10.7
Paid in preferred and common dividends to stockholders	958,894.00	5.8

\$14,496,843.99 88.1

Balance reinvested in the business to strengthen the company and to provide for future needs of the business

\$ 1,959,155.28 11.9

(These are the actual figures from which the chart on page 3 was made.)

Bird & Son's Position Today

The following excerpts are from Mr. Anderson's informal talk before the members of the joint union committee which met with management representatives on March 8 as part of the collective bargaining procedure on wages and fringes.

Nineteen forty-nine is more than a new year. It is a new era. It means the first time in nine years — since 1941 — that Bird & Son is back in the days when competition is stiff and profits are made only by the most careful balancing of outgo and income . . . We intend to keep up in the procession and to protect the security of all our jobs here, but the going will be slower and tougher as competition increases.

Let's not kid ourselves. The lush days are over. We've *all* got to get on the ball and plug hard every minute of every day. But let me say this, too. If the going gets tougher, then it gets tougher for all of us equally. Any policies we may adopt, any steps we may take are aimed at the target of protecting all our jobs. To do this I want your co-operation. In fact, I must have it. It would be impossible to carry on without it. Please understand me — when I say "I," I do not mean myself personally. I mean the management of Bird & Son, whom I represent this morning, and who have the responsibility for keeping things going in hard times as well as good. Let me say this again. We are all in this together. There are no favored groups at Bird & Son.

Competition Back

Sometimes we talk a lot about co-operation and sometimes our actions fail to follow our talk. Co-operation means increased production when our competitors begin to hang around the front doors of our customers trying to edge us out of orders we have for years had for the asking. That's just what is happening today.

There has been improvement in co-operation, in production in many directions, in many of our depart-

ments. But there is still plenty of room for improvement in plenty of spots. I am counting on you men as leaders in your respective unions to continue to give your best co-operation to the end that for every hour's pay there is a fair hour's work.

Job Security

I was not made President of Bird & Son to liquidate the company, but to carry it on with your help, to make it grow. Above all, I have the duty of seeing that the company makes a fair profit that will in turn guarantee you not only a currently fair day's pay, but also job security as far as that is humanly possible. My responsibilities also include protecting our stockholders — the people who put up the money which makes this business possible — and seeing to it that they receive the modest return that they are getting. These are my duties as I see them, and I need your help in fulfilling them. You can believe me, I want Bird & Son to continue always to be a good place to work.

[Mr. Anderson then spoke of \$5 million for plant improvements already authorized to be expended in the near future.]

If we are going to keep in the procession and maintain our position, let alone try to develop it, we have ahead of us the expenditure of five to eight million dollars to protect your jobs and mine.

Customers Are Our Life-Blood

One of the leading executives of a competitor of ours was leaving the company after many years to take over other duties. His one admonition to his associates was to remember that from the top down the only indispensable people connected with any organization are really the customers. If we don't have them, we don't have jobs. They are the ones who keep us going. That is something for us to think about. We have got to produce quality goods and sell them at a price that permits us to make a profit, in order for us to live. In our annual report to stockholders I bring out this fact — a 10% drop in selling price of our goods

would wipe out all our profits. That is how close the balance is today.

Even so, I tell you that our management group is not pessimistic. You have never had a more optimistic group of men in the management anywhere. They are positive thinkers. They take positive action on matters. We are confident we can face the problems of 1949 successfully.

[During the meeting Mr. Anderson mentioned the request of the Joint Union Committee that the entire membership of the Administrative Committee sit in on a session with the Joint Union Committee to hear what they had to say and answer any questions. Mr. Anderson's comment follows.]

We just can't do that, gentlemen, without kicking over all the machinery we have set up for collective bargaining. It would be just as if management said, "We don't want to do business with your bargaining committee. Bring in your shop stewards — we want to talk with them."

Authority Delegated

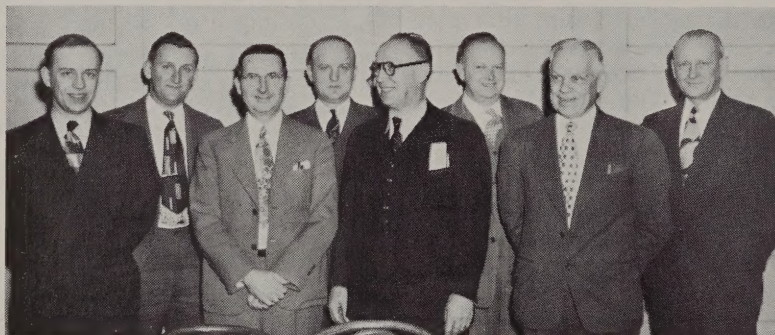
You gentlemen are here today because you have been delegated by your members to represent them as a joint bargaining committee. You have other committees for grievances and the like. You have shop stewards whose duties are clearly outlined. You keep these various jobs clear, one from the other.

In the same sense precisely, management has delegated for collective bargaining purposes these responsibilities to a group which is headed by Creighton Hill and which contains as members the superintendents of the various divisions along with other members of the Personnel Department. We just have to delegate authority and responsibility in these matters the same as you do.

As President of Bird & Son, I am, of course, available at any time. Mr. Ahlgren, Mr. Hill and I, who are all here this morning, make three members of the Administrative Committee. We are perfectly willing to assure you in this way that your side of the case is being adequately and sympathetically understood.



Bird & Son tax day on February 24th was a busy one in the East Walpole Brigade Room. From the front to the back of the picture we have George Campbell helping Ralph Farris of No. 1 Box Shop, P. F. Rogers helping Lillian Gianetti of the East Walpole Office, and Arthur Wilson helping Marshall Lee of the Box Sales Division.



Left to right: Wallace Duncan, Roger Anderson, P. F. Rogers, Charles Makarevich, Arthur Wilson, George Campbell, Arthur Mellin and Lambert Anderson.

Meet the Experts

MEET the income tax experts, one of whom probably helped you file your Federal form this year.

For the past two years the local Federal offices have been so busy that they have not been able to send the usual deputies to our plants in February. So, these Bird & Son men have taken over and helped hundreds of our employees with their 1949 returns. In order to be posted on the new tax law, the group went to an all day meeting in Boston early in January, sponsored by the Associated Industries of Massachusetts. Here they learned detailed information on the filing of the forms under the new tax law enacted last Spring.

They returned full of information which they put to good use on three successive Thursdays in February — the 10th, the 17th and the 24th — when they helped employees in the East Walpole and Norwood plants and offices with those pesky forms that have to be in by March 15th or else.

Table Tennis Talk

By BOB GROVER

WITH the second half of the Table Tennis season practically completed, the standings have not changed much since the end of the first half. At present, with one match to go, the Kems are showing the way. Due to inclement weather, attendance has been off a little and we have quite a few makeup matches to play.

The standings late in February were as follows:

	Won	Lost
Kems	18	12
Macs	17	10
Specs	16	11
Prints	14	11
Finns	12	21
Labs	6	18

The team that wins the second half of the league will automatically enter the play-offs against the Macs, the winner of the first half, and the winner of the play-offs will represent Bird & Son in a Boston League.

Exhibition Match

On February 2 many members witnessed an interesting exhibition between Les Lowry and Red Dwyer of Newton. Les is the present New England champ, while Red is one of the outstanding players in Greater Boston. The Bird Club, too, was well represented and some of our best players had a chance to show what they could do. Frank Clem, Johnny McDougall, Bob Grover and Ralph Hildreth all came out on the *very* short end of the score.

There was a good turnout for the February Round Robin which Ralph Hildreth was lucky enough to win from Bob Grover. The consolation prize was skillfully taken by Ed Phillips, a one-time great making his come-back.

Table Talk

Still suffering from his latest defeat at the hands of Gordon Wilson, George DeCristoforo has changed his ring to the other hand so his affairs of amour will not interfere with his game. There is still great room for improvement.

We welcome two new players who will be giving the more experienced players trouble, namely Herb (Set-Em-Up) Johnson and Sydney (The Smash) DeYoung.



We don't know whether she got them for Christmas or not, but little Donna Lee Rozman certainly got her two front teeth in time for this beautiful picture taken when she was 2½ years old. Her dad is Bill Rozman who works at the Flooring Print Machines.

Local 896 Starts New Publication

LOCAL 896, United Paperworkers of America has started publication of a news bulletin for its members. This Local, which represents the hourly paid workers in the Norwood Roofing Plant, calls its publication "Roofing News." The Editorial Board is Fred Turco, James Lowe, Theodore Pierce, James Reynolds, William Stewart and Louis Silvestri.

In a recent issue they stated their aims as follows:

"To inform all our Union members with the facts of Labor-Management meetings, contract negotiations and any Union business of importance.

Also to try and control various silly rumors about Union cases by publishing the facts about the case.

To try and educate the Union members on proper procedure in all phases of Union activity.

To try and create interest among the members so that attendance at the meetings will be greater.

We believe that the proper knowledge and understanding of the working of a Union is more important now than at any time since its inception."

Other pages of the bulletin carry a story on the recent wage negotiations, quote sections of the Union contract, give the Annual Report of the Local, and explain the policy of

handling straight time and overtime hours.

The Union and its Editorial Board have made a good start in this publication which will undoubtedly be of real service to the members of Local 896.

Stephen Melish

STEPHEN MELISH, for twenty-one years a Bird & Son worker at the Norwood Flooring Plant, died suddenly on February 21st.

Mr. Melish began his Bird & Son duties as clutch man in the Undercoat Room at the Norwood Flooring Plant May 26, 1927. His entire employment was in this one department. During the years he had received several promotions and at the time of his death was a machine tender on the First Coating Section of the Undercoat Machine.

Mr. Melish is survived by his wife, Domenica, and six children of Norwood and Needham. One son, William, has been a Bird & Son worker at the Flooring Plant since 1946.

Funeral services were held Thursday, February 24th, and burial was in Norwood.

Acknowledgments

Your comforting expression of sympathy will always be remembered with deep gratitude.

Robert L. Jolley and Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mr. and Mrs. Earle Davis

Gratefully acknowledging and thanking you for the flowers and your kind expression of sympathy.

Mrs. Walter Tulis & Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated. (Mrs. E. A.) Amy Robinson

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Victor Garneau and Family

Thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Luukko Family

I shall always remember with grateful appreciation the kindness and sympathy you have extended to me in my time of sorrow.

Mrs. Paul R. Carrier

Thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Ferrara Family and Frances Fahey

The family of Mary I. Brisette acknowledges with grateful appreciation your kind expression of sympathy.

A. J. Brisette and Joseph A. Brisette

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

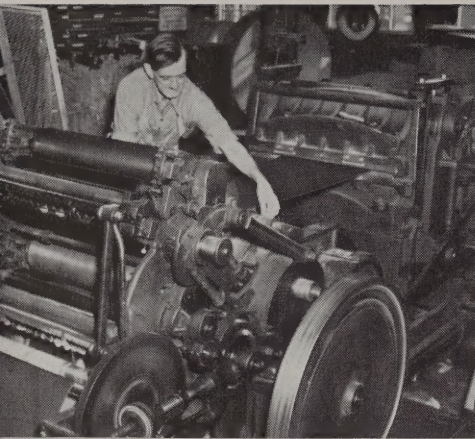
Mrs. Stephen Melish and Family



Like a Mack Sennett comedy, "Our Gang" lines up for a First Aid picture at the Phillipsdale Plant many a moon ago. The only one the Editor recognizes is fourth from the left, Thomas Henderson, former Superintendent at Phillipsdale. This picture was taken from the old REVIEW file. First Aid has certainly come a long way since the days of the derbies and bedroom crockery we see here.

Picture Quiz

All Pictures Taken at No. 2 Box Shop



1. John Clancy at work on the Kidder press.

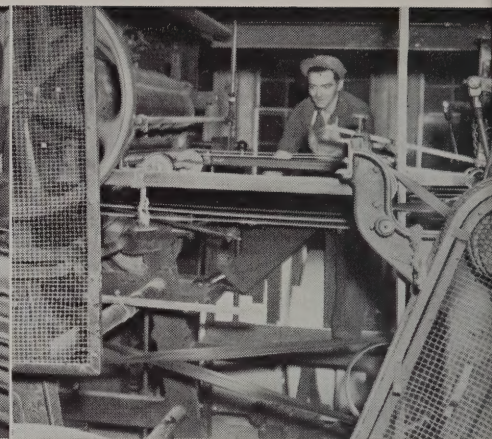
He is:

- a. Measuring machine
- b. Adjusting the set-up
- c. Watching for imperfections



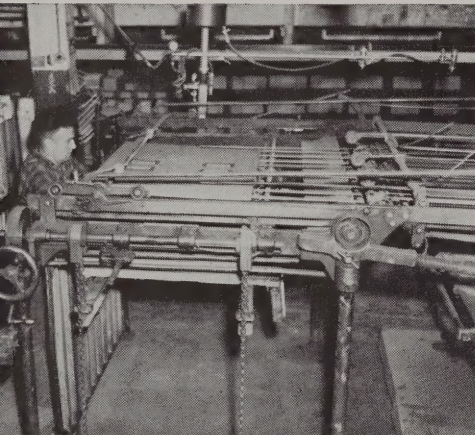
2. Arthur Holtman is:

- a. Feeding the Miehle press
- b. Counting sheets of stock
- c. Waiting for a signal to stop the machine



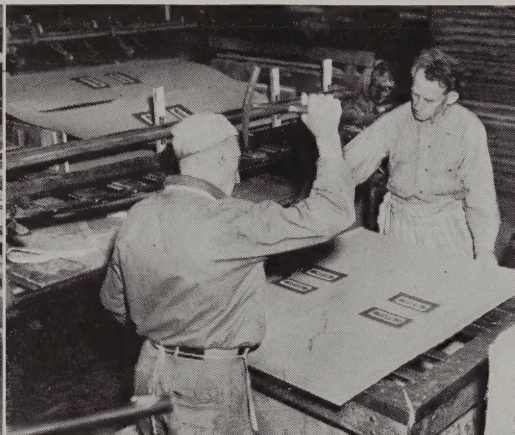
3. Joseph Kelley at the:

- a. Hamblet machine cutter
- b. Miehle Press for printing cartons
- c. Combiner



4. Kenneth Stuber at the Miehle 2-Color Printing Press. He is:

- a. Feeding stock into the press
- b. Inspecting at the delivery end of the press
- c. Adjusting the press rolls



5. Joseph Carpino and Joseph Nicholson:

- a. "Breaking out" shoe cartons at the Miehle cutter and creaser
- b. Stamping the label on the carton
- c. Inspecting shoe carton stock



6. Vaughan Allan at the Specialty Automatic Folder. He is:

- a. Feeding stock into the machine
- b. Counting the sheets
- c. Picking up at the delivery end of the folder

7. Marion Thomas setting up 4" Red Flower Pots. The girls work fast on this operation and Photographer Hartig had to set his camera at 1/500 of a second to "stop" her hands. Capable set-up girls like Miss Thomas can set up:

- a. 1200 pots per hour
- b. 2000 pots per hour
- c. 500 pots per hour

[Answers to Picture Quiz will be found on Page 25]

8. Betty Kugel:

- a. Feeding a Thomson letter press
- b. Waiting for the signal to start
- c. Counting lids

9. Barbara Coyne:

- a. Counting cartons
- b. Inspecting cartons
- c. Piling stock



Give Now!

TWO worthy causes are asking for your donations during the month of March — The American Red Cross and the 1949 Children's Medical Center Fund Campaign.

The work of the American Red Cross is too well known to need telling again here. Their wonderful program when disaster strikes — their quiet every-day services to local communities, helping service men and their families, driving patients to hospitals and clinics, helping entertain the boys in the wards of Army and Navy Hospitals—all these Red Cross services are well known.

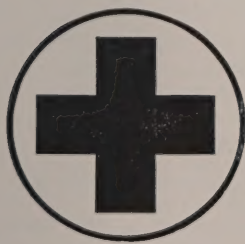
Not so well known perhaps are these facts about the eighty-year-old Children's Hospital of Boston. The 1949 Campaign opens on March 22nd. \$4,500,000 has already been raised in the campaign. Another seven million is needed. The money will be used to expand the hospital and construct an adequate twelve story-building to help the hospital meet the demands now being made on it.

For eighty years sick children from all over the world have been brought to the Children's Hospital of Boston. The demands made upon it are growing steadily but the hospital's facilities have failed to keep pace. When you give to this campaign, you may be giving to save the life of your own child.

Yes, we know March is also Income Tax month. It will probably be a strain on your pocketbook and some sacrifice but we urge you to give and give generously to both these very worthy causes.

**You, too, can help
through Your**

RED CROSS



GIVE NOW

Thirty-Fifth Observed



Ben Taylor's anniversary was a pleasant occasion when flowers and an inscribed wrist watch were presented to him on February 16th. Left to right: Claire Barry, Mary Molla, Michael Hawkins, John Robertson, Ruth Perkins, Yvonne Eckhardt, Ruth Sullivan, Richard Phipps, Mary Anne Masino, Ben Taylor, Creighton Hill and Howard Hanna.

A PLEASANT occasion was pleasantly remembered on Wednesday, February 16th. It was Benjamin R. Taylor's thirty-fifth anniversary. Just at noon, Howard Hanna, Purchasing Agent, called the department together and presented Ben with a Hamilton wrist watch, a gift from his business associates in the company.

Ben was obviously very much pleased by the remembrance and by all the congratulations received that day from friends throughout the company as well as those in his own department. We've seen the watch and

it is a beauty, duly inscribed on the back with the date of February 16th.

On that day also, Ben's desk had a beautiful bouquet of flowers, the gift of Harry Dresser from the Roofing Plant. (Harry had threatened to send daisies!)

Even in a company the size and age of Bird & Son, not too many of us can boast of reaching a thirty-fifth anniversary. When such an anniversary comes to one as popular and well known as Ben Taylor, it is indeed an occasion for special congratulations and hand-shaking.

Office Mixed Bowling

By GUM

THE league officials realize this is rather late in the season to make such an announcement. However, they feel that all contestants will feel much better about everything when they know the basis on which the grand prize at the end of the season is to be given. The prize will be awarded as follows: to the team which has lost the most points and thereby won the most friends. (They will automatically win friends because everybody loves the guy he can take points away from.)

This promulgation was put forth by an august representative of the league officials, one Roger Anderson, following the bowling meet of Feb-

ruary 3. See team standings listed below.

	Won	Lost
Erker	16	4
Readel	15	5
Ahlgren	12	8
Whitney	11	9
Rambeau	8	12
Bonnyman	8	12
Warren Anderson	7	13
Roger Anderson	3	17

High scorers in February were: high single for men, Walter Rockwood; for women, Mattie McLaughlan; high total for men, Roger Anderson; for women, Anne Lindsay.

The pinfalls in the gusty month of March will be reported in the April REVIEW.

Party at Lord Fox for Mr. Sawyer's Thirty-Fifth



Those who gathered to celebrate Mr. Sawyer's thirty-fifth anniversary party. Left to right: Howard Hanna, Eli Chamberlain, Leo Bernier (almost hidden), Richard Murphy, Creighton Hill, Bernard Bailey, Frank Reynolds, Axel Anderson, Stuart Nickerson, the guest of honor, Robert Garner, Ralph Wight and Dimon Merrill.

THE Lord Fox was the scene of a happy occasion on Monday, February 7th. That evening Administrative Committee members and members of the Flooring Division entertained Vice-President H. E. Sawyer, Jr. at dinner in celebration of his thirty-fifth Bird & Son anniversary.

Mr. Sawyer's exact anniversary date was January 26th. The party, originally scheduled for that evening, had to be temporarily postponed because the guest of honor was sick. February 7th, however, found him fully recovered from his bout with the grippe and thoroughly enjoying the party in his honor.

President A. H. Anderson as M. C. called on each one present to say a few words of congratulation, and in addition greetings were brought from those who were unable to attend. Mr. Anderson then presented Mr. Sawyer with a beautiful 17 jewel Hamilton wrist watch appropriately inscribed on the back.

Those present, in addition to the guest of honor and Mr. Anderson, were E. L. Chamberlain, Creighton Hill, Dimon Merrill, F. P. Reynolds, Stanley Blackmer, Richard Murphy, R. V. Garner, R. M. Wight, B. H. Bailey, S. A. Nickerson, L. R. Bernier, and H. S. Hanna.

Mr. Sawyer joined Bird & Son thirty-five years ago as a salesman in the Box Division. Some years after that he became assistant to Mr. P. R.

Allen who was then Vice-President of the Company. In 1922 he became Sales Manager of the Flooring Division. In the late '20's and early '30's, when the Bird & Son Floor Covering Sales Corporation was in existence, Mr. Sawyer served as its President. When this Corporation was dissolved, he again resumed his title as Sales Manager of the Flooring Division, continuing in that capacity until made Vice-President in Charge of the Flooring Division, Production and Sales, in September of 1946. In responding to the remarks at the Lord Fox on February 7th, Mr. Sawyer expressed his thanks for the recognition and the gift and told several amusing stories of his early experiences at Bird & Son.

Long Service List

LISTED below are those whose fifth, tenth, fifteenth and twentieth anniversaries fall during April and those who complete twenty-five or more years' service that month.

Name	Year	Department	Years
Frank Fisher	4-3-95	Retired	54
Kenneth McLennon	4-9-00	Retired	49
Michael Powers	4-5-01	Retired	48
Mary Sline	4-11-01	No. 2 Box Shop	48
Coleman Howe	4-21-01	Retired	48
Fred W. Shepard	4-1-02	Retired	47
John Spillane	4-9-02	Paper Mill	47
Patrick Hessian	4-4-03	Maintenance	46
Joseph Sienkiewicz	4-13-08	Maintenance	41
John E. Maguire	4-4-11	Paper Mill	38
Arthur Connolly	4-8-12	No. 1 Box Shop	37
Charles Geigol	4-15-12	Paper Mill	37

Tony Milus	4-29-12	Roofing Plant	37
John Grusacki	4-25-13	No. 1 Box Shop	36
John Leston	4-28-13	Paper Mill	36
Joseph J. Rosevich	4-29-13	Paper Mill	36
Festus Connolly	4-24-14	Maintenance	35
Philias LaLiberty	4-10-16	No. 1 Box Shop	33
Clemens Kaseter	4-22-16	No. 2 Box Shop	33
R. Ernest Koeb	4-23-17	No. 1 Box Shop	32
Nicholas Hrenchuk	4-5-18	Paper Mill	31
John L. Stupak	4-17-18	Roofing Plant	31
Andrew L. Stupak	4-17-18	Flooring Plant	31
Ralph E. Nutter	4-22-18	Flooring Plant	31
Joseph Adamonis	4-25-18	Watchman	31
Michael O'Malley	4-29-18	Retired	31
William Shusta	4-4-19	Paper Mill	30
John Poulousky	4-12-20	Retired	29
John P. Wasilunas	4-12-20	No. 1 Box Shop	29
Elton E. Hamilton	4-14-20	Flooring Plant	29
John E. O'Donnell	4-22-20	No. 1 Box Shop	29
Robert H. Hood	4-23-20	Maintenance	29
John G. Eppich	4-16-23	Flooring Plant	26
John Aidukonis	4-17-23	No. 1 Box Shop	26
George G. Bigelow	4-18-23	Flooring Plant	26
George Murray	4-23-23	Watchman	26
Patrick Silvestri	4-24-23	No. 1 Box Shop	26
James O. Lowe	4-24-23	Roofing Plant	26
Salvatore Del Signore	4-25-23	Paper Mill	26
Agostino Purpura	4-8-24	Roofing Plant	25
John J. Janusaitis	4-18-24	Flooring Plant	25
Lorenzo Notarangelo	4-21-24	Flooring Plant	25
Oscar Saterdal	4-24-24	Power and Steam	25
George S. Moore	4-25-24	Flooring Plant	25
Joel Tammelin	4-30-24	Watchman	25
John Stankevich	4-5-29	Flooring Plant	20
Michael J. Sameski, Jr.	4-11-29	Watchman	20
Joseph Strumskis	4-15-29	Roofing Plant	20
Nelson M. Phillips	4-18-29	Flooring Plant	20
Robert A. Barss	4-29-29	Flooring Plant	20
James M. Fraser	4-2-34	Flooring Plant	15
Thomas P. Lynch	4-2-34	Watchman	15
Michael J. Stellman	4-2-34	Flooring Plant	15
Josephine B. Rose	4-2-34	No. 2 Box Shop	15
Joseph W. Bartell	4-2-34	Roofing Plant	15
William R. Bearce	4-3-34	Roofing Plant	15
R. Stanley Cody	4-4-34	Flooring Plant	15
Frank M. Troiano	4-6-34	Roofing Plant	15
Perry N. Crane	4-7-34	Roofing Plant	15
Carl Edman	4-7-34	Roofing Plant	15
John N. Gronroos	4-7-34	Roofing Plant	15
Michael V. D'Espinosa	4-10-34	Flooring Plant	15
Thomas J. Folan	4-10-34	Flooring Plant	15
Matthew S. Naughton	4-12-34	Maintenance	15
Bennie Pallicko	4-24-34	No. 1 Box Shop	15
Frank Lavorante	4-7-39	Roofing Plant	10
Edward W. Wisniewski	4-10-39	Maintenance	10
Frank DiCicco	4-10-39	Flooring Plant	10
Brenton Steele	4-11-39	Maintenance	10
Nunzio Julius	4-11-39	Roofing Plant	10
John A. MacIntyre	4-12-39	Flooring Plant	10
James A. Carr	4-13-39	Flooring Plant	10
Francis W. Whitty	4-18-39	Paper Mill	10
Thomas J. Flood	4-21-39	Paper Mill	10
George J. Boone	4-24-39	Paper Mill	10
Julia F. Smith	4-3-44	Office	5
John W. Daley	4-5-44	Roofing Plant	5
Mary T. Franciosi	4-26-44	No. 1 Box Shop	5

PHILLIPSDALE

Vincenzo Cicerelli	4-13-16	Plant	33
William B. Callan	4-25-17	Plant	32
John P. Harrington	4-27-21	Plant	28
Joseph White	4-13-23	Plant	26
Manuel P. White	4-21-23	Plant	26
Raymond G. Thatcher	4-9-34	Plant	15
Arthur H. Turner	4-30-34	Plant	15

CHICAGO

Albert M. Dobbins	4-14-23	Sales Manager	26
Thomas J. Jones	4-23-29	Plant	20
Waldo M. Overholt	4-23-29	Plant	20

SHREVEPORT

Lytle L. Williams	4-2-34	Southwestern Manager	15
Annie G. Salter	4-3-44	Office	5
Anton Walker	4-20-44	Plant	5
Charlie D. Sharpe	4-21-44	Plant	5

At the Work Bench

Why is it when I'm working
As hard as I can be,
When I'm really getting work out
There is no one around to see?
I try hard to keep busy,
I just make my fingers fly,
But let me rest a minute and
The boss comes walking by.
—submitted by Howard Nelson FFM

Waste!

THE posters which have been appearing on the bulletin boards, and Mr. Anderson's message in the February REVIEW have already emphasized how important it is to control waste in our plants and offices. It's a problem to keep working on every day of the year.

Right now several plants are using these posters as the spring-board for a special campaign on waste. We'll publish the results later in the REVIEW.

Shreveport Campaign

The Shreveport plant got the jump on us all with a waste campaign which started even before the posters were delivered. At one of the Foremen's conferences several months ago, the group was studying cost factors which the foremen can control. When the question of waste came up, N. R. McNeill remarked that probably many employees did not realize the value of individual items we make. B. P. Soward suggested that an information display board be made to show the prices of items handled every day in the Shreveport plant. The result was the board shown in the picture.

As you can see, there is a space for the display of various Bird products such as Shingle Board, Weather-Tex Thick Butt Shingles, etc. Beside each item is indicated the price of one unit. The display items are changed frequently and to date Shingle Board, Shingle Flap, Copper Clift Box and the #12 Master-Bilt Weather-Tex Thick Butt Shingle have been shown. The cost of these items runs all the way from 4 $\frac{3}{4}$ ¢ to 21¢ apiece.

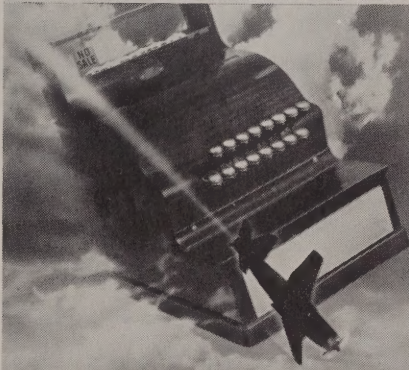
The board has already brought out some favorable comments from the Shreveport working force. The whole plant is becoming more waste conscious as these different items are tacked up on the display board, which has a prominent location on the machine shop wall at the end of the main aisle. The waste of a few cents represented by a single shingle doesn't seem like much; but multiply this by hundreds or even thousands of items wasted over a year's time and the cost becomes tremendous. Shreveport is finding out that the biggest waste savings come from constant attention to every little item.

"It's Up to All of Us!" series
Courtesy of The Sheldon-Claire Co.



Have you ever tried to catch water in a sieve? Production, with waste, is like that. Leaks that drain away skill, time, material, effort and equipment help only our competitor. Let's stop waste.

IT'S UP TO ALL OF US!



Sales nosedive when waste-inflated costs give customers less for their money. Without sales--there can be no production. Let's stop waste.

IT'S UP TO ALL OF US!



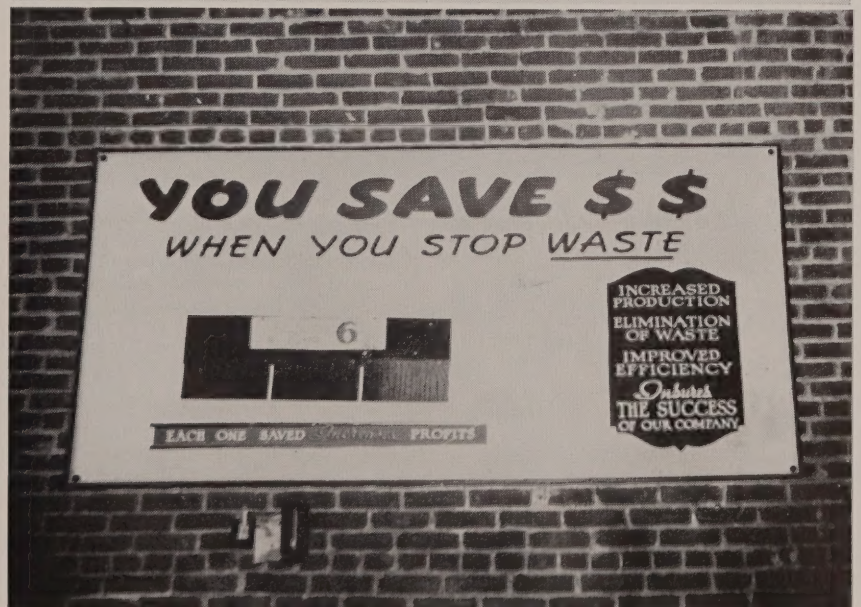
Prices skyrocket when we must add waste to true production costs. Charging for costs that do not add to the value of service or product gives competition every advantage. Let's stop waste.

IT'S UP TO ALL OF US!



Waste increases costs--increases prices--loses sales--reduces production--closes factories and steals jobs. Efficient use of time, skill, and materials, is the surest job security. LET'S STOP WASTE!

IT'S UP TO ALL OF US!



Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
HARRIET PHALEN
MARJORIE PYNE
DOROTHY McELENNEY
JULIA LEWIS

The night that John Rambeau took his third degree in the Delhousie Masonic Lodge, quite a delegation from Bird & Son attended. A dinner preceded the affair on February 9 at Newtonville. Those attending included: Wesley Ahlgren, Warren Anderson, Joseph Erker, John Andrews, Arthur Wilson, Roger Anderson, Roy Cooper, Wallace Duncan, Frank Hignett, Herbert Schaier, Aubrey Clark, Harris Loring, Albert Hargreaves, and Frank Vietze.

Their paths crossed for only about twenty miles, but they met in Mississippi. Mr. and Mrs. Howard Hanna were on their wedding trip, and Mr. and Mrs. Ben Rogers were on their way to California.

Just after crossing the state line into Alabama, Welthea Hanna noticed a Massachusetts car approaching. The number plate looked familiar. Suddenly she realized it was the Rogers' car. The Hannas did a quick about-face and headed after the other car. That was Alabama. But not until Mississippi did they catch up with them! It was in comparing notes that they then discovered that in all the thousands of miles each car was travelling, only about twenty of those miles were over the same road.

Word has been received that Mr. and Mrs. Rogers have reached California and are enjoying "summer in winter" at San Diego. On the way they visited the famous Carlsbad Caverns — huge caves 700 feet underground with very beautiful rock formations. The trip takes all day; even lunch is served 600 feet underground.

Cities Service Oil Co. has a new salesman — Bob Cooper, who left our Accounting Department February 18 for his new job. His associates presented him with a pen and pencil set, a sum of money and a white carnation to wear on his lapel the day he left. In turn he left sweet memories behind — a box of chocolates for the department.

Alice Holmes of Stenographic, along with several girl friends from Brockton, recently flew down to New York to spend a short mid-winter vacation.

Mrs. Joseph Dion (Edith Cecchi to us) is back from her honeymoon looking happier than ever. We are all looking forward to something extra special in the way of cooking from that new kitchen of hers.

Eleanor Carlson Dempsey left Bird & Son last month amid flowers and gifts, expressions of the department's best wishes for the future to Mr. and Mrs. Dempsey.

Walter McGrath, former messenger boy, is now stationed with the Army at Fort Dix, New Jersey. It seems the army has decided to make a cook out of Wally. We shall expect something special from Wally when he returns!

We are all glad to hear that Evelyn Wadleigh is making satisfactory progress from her recent illness. We hope she'll soon be feeling well enough to be back with us again.



The day shift punches out at No. 2 Box Shop. Left to right: Leslie Hall, Charles Sabonis, Barbara Coyne and Anne Kelter.

On her twenty-fifth anniversary with Bird & Son last month, Anne Kelliher was presented with flowers and a gift of money by her fellow workers. Along with our congratulations she has our best wishes for the next twenty-five years.

The Finished Stock Records Department extends a hearty welcome to Edith Oblachinski who was recently transferred from Multigraph.

In order to live up to advance notices, the dress that Helen Curran is making will have to be a super creation.

We are very happy to greet Helen Goetz in the Payroll Department. May her stay be a long and happy one.

Members of the Statistical Department sent Albert Eckert a basket of fruit to cheer him a

bit during his illness. We all wish him a speedy recovery.

Ellen Dray Burke of the Credit Union was to be tendered a miscellaneous shower at the home of Mary McDonagh Monday, February 7th. That is the way such a notice usually reads. Due to a sudden cold, Ellie was unable to get to work that day. What to do? The hostess was all upset. Due to the graciousness of Mrs. Dray, it was decided that since Ellie couldn't come to her shower, we would bring it to her. It was a complete surprise to her and a most enjoyable evening was had by all. Ellen became Mrs. Francis Burke on February 20th.

Alice Breen of Payroll has a lovely diamond. She received it on the day set aside for sweethearts, St. Valentine's. The lucky fellow is Alexander "Sandy" Allen of Jamaica Plain.

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	DOMENIC MCKENZIE
FRANK NYBORN	JACK HOLLIDAY
GEORGE LAMORE	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINNETTE PETRONI
EDWARD POWER	

Candidate for the Red Face Department this month is George Angus, trainee in the East Walpole Maintenance Department. Recently he accepted a ride home from a fellow worker. When he got there, the first thing his wife wanted to know was where he had left his own car which he had driven to work that morning!

Bob Knox is complaining that his Dodge fire truck has poor pick up. (You mean mechanically, don't you, Bob?)

Rocco Puopolo has returned to work from his honeymoon. The big day was February 22. The new Mrs. Puopolo was the former Angela Marinelli of Walpole.

Martin Kane says he will make his annual pilgrimage to New York on March 17.

John Siegmund, one of our truck drivers, had to get up at 2:00 A.M. on February 3rd so that his wife could deliver an 8 lb. 1 oz. baby daughter. Our other John (Glebus) was called home on February 11th at 2:00 P.M. in the afternoon, and his wife presented him also with an 8 lb. baby daughter.

Speaking of proud fathers AND grandfathers, Mr. Guttormsen recently took a trip out to Kansas City, Missouri to see his granddaughter, Sally. He had an enjoyable trip.

Thanks for the cigars, Al. Yes, on February 9, Albert Hermanson, Paper Mill inspector, became a father for the first time. Mother and 7 $\frac{3}{4}$ lb. son are getting along fine. The new lad's name is Bradley.

Have you seen it? We mean that two-toned blue 1949 Oldsmobile Earle Davis is now driving. It arrived February 8. February was a good month for breaking it in with no snow to speak of.

The Peter Dalys have a new addition to their family. Yes, it was a boy and they've named him Daniel.

NO. 1 BOX SHOP

JOHN P. WALSH
BARBARA GREEN
CATHERINE BELLEW

FRANCES FAHEY
EDWARD PADUCK
HENRY JOHNSON

We like the new 1949 Nash Mr. and Mrs. Gallo are sporting. Helen works in the Corrugated Box Finishing Department.

James Brown invested in a new ski outfit in February and had to travel to New Hampshire to try it out. We were about to advise him to put it away in mothballs 'til next season when that March 1 snowstorm hit. It looks as if Jim will get his money's worth after all.

We are glad to hear that John Wasilunas is better and sitting up in a wheel chair.

Lorraine Olson had a bad fall one icy morning. At this writing she is still out, but we are looking for her to be back soon.

James Salmon is in the hospital. We hope his stay there will not be too long.

Last month Henry Doudie returned to his job in the Shipping Department after a very enjoyable trip over the holiday season to his old home in Scotland. Henry's return trip was made on the Queen Elizabeth. He hopes to have some good pictures and a little story for the next issue of the REVIEW.

NO. 2 BOX SHOP

ELNA GOTTBERG
A. D. SMITH

JOHN McGRATH
BERTA KUGEL
BARBARA COYNE

Congratulations to Royden Barrett who recently became the proud father of another baby boy.

We are all gazing with envy at Peter Miskinis' brand new 1949 Chevrolet.

February was a rough month on some of the boys in the Shipping Department. Jimmie Patchen and Al Blais were out for a spell with the grippe and our foreman, Dan Delaney, was out two weeks with a tonsilectomy.

Our capable outside checker, Charles Shusta, just completed fifteen years of service. Congratulations, Bud!

"I am now my own landlord" said Joe Smelster last month when he bought himself a new house.

The department had a very nice visit from Fred Morrison's son and new daughter-in-law.

The boys are all wondering if they would do as well as Leon did if they should take a trip to Germany!

Mary Cotsky's faithful bicycle was in the repair shop for a whole week. How she missed it!

We are sorry to learn that George Chapman is temporarily out on the sick list and hope he'll be back on the job by the time this REVIEW comes out.

Have you noticed the smug look that Al Blais is wearing these days? It seems that "Blondie" recently gave the girl friend THE ring and the big day is going to be in June.

Arthur Kennedy and Anne Sckunes have both recently had operations, are now well on the road to complete recovery. We expect to see both of them back to work before long.

We welcome Eleanor Brylinsky to the Flower Pot Department as a Stapler. Eleanor formerly worked at No. 1 Box Shop. We hope she will enjoy her stay here.

Katherine Collins who retired the first of the year comes in to see us now and then. She tells us she is specializing now in baby sitting. We certainly could recommend her for that job.

It's not every man that's as lucky as our Leo Levitre. His father-in-law has given up his own one-car garage to his new son-in-law (Leo) and leaves his own car out in the elements!

A nice card was received from Everett Seavey who was sunning himself and his family in Florida last month.

Anne Kelter is on the sick list but hopes to be back soon.

Mr. and Mrs. William Jenkins (the former Anne Karshis) are receiving congratulations. A new son arrived at their home in February. They now live in Nantucket. Anne formerly worked here.

We are glad to see Mary Brady and Edwin Jankowski back to work. Both have been out sick.

Tony Capachin paid us a visit last month. It looks as though he would be back at his machine soon. Tony, you remember, broke his ankle.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

Fred Turco has been proclaimed "Daddy" for the fourth time — an eight pound baby girl born on February 20th and named "Ann Marie." This makes three girls and a boy for Fred.

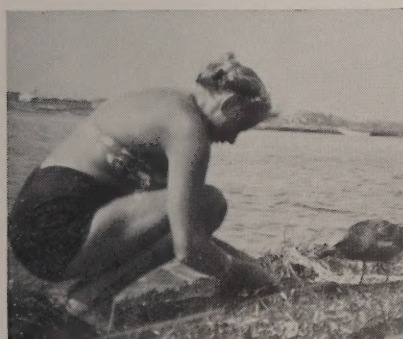
Edward O'Rourke will soon become a resident of Islington as he is now in the process of building a new home there.

Fred Stahnke and Herbert Pratt are both driving new to them cars — Fred a '40 Ford and Herbie a '41 Chevy.

Andy Wright has originated a new slogan — "How to Find a lost Wallet — Answer, Look in Yesterday's Pants." Shortly after quitting time, an emergency call came into the office — Andy had stopped for gas on his way home, only to find that he didn't have a dollar to pay for the gas! Frantically we all looked through his work clothes, but no wallet. Presently the phone rang again, this time the voice said,

"I found my wallet in the pants I had on Sunday — many thanks for all your trouble. — Goodbye!" (Seriously we are thankful that he did find it because it contained a considerable amount of money.)

John Reynolds seems to be quite busy lately, making a lot of trips to Stoneham. If we can believe the rumors it's the "love-bug" for sure this time.



Last summer when Barbara Green of No. 1 Box Shop was busy digging for clams on the beach at Falmouth, an inquisitive sea gull strolled by and decided to take one of the shell fish delicacies when Barbara offered it to him.



The Bird & Son table at the February meeting of the Massachusetts Industrial Editors Association. Left to right, starting in the foreground, Dorothy King of Bigelow, Kent, Willard; John Becker of Opinion Research, Inc. (son of Fritz Becker), Mary McCarthy, Creighton Hill, and Eleanor Garland of the Personnel Department, John F. Dowd of the Lakeview Press, Framingham, Ed Grout, Personnel Department, and Jack Bliss, cartoonist, who has done many cartoons for The Review and other Bird publications.



A whopping big candle and a mighty nice cake to observe Mr. Paul Julius' first birthday last month. His dad, Nunzio, works at the Roofing Sample Department, and his grandfather, Alphonse, at No. 1 Box Shop.

Carleton Anderson, a former fellow worker, was here to visit us on February 23rd and we all were very glad to see him. We all agree that the farm certainly agrees with him.

Roger Amadon is now serving time at the granule plant, after having been indoctrinated for about six weeks in the Lab. Roger has moved from Duxbury to a new rented house in Stoughton and finds commuting much more pleasant from the shorter distance.

Attention, all young maidens, Albert Serani has just purchased a new two-tone green Chevrolet and will soon be out prowling the highways. A handsome young fellow, single and with a new car, should go a long way.

Hilmer Eklund had the misfortune of falling one slippery morning. Result one broken elbow and a cast for a few weeks. Speedy recovery to you, Hilmer.

The Coca-Cola machines that are springing out all over the mill are very popular. The boys always seem to have a bottle in their hands. They will be appreciated this summer during the hot months.

Joe Watkins and some of the other race fans are anxiously waiting for April 18th to come. They already have the tracks figured out so they can't lose!

Greetings to John Colaneri of Sharon, a new addition to the lab staff. John is a Northeastern graduate in chemistry.

Bill Orta is spending a little time at home, sick — hope he'll be back soon.

The new shingle machine building is now completed, paint job and all; also the machinery is shaping up. Won't be long before production will start.

Friends of John Lukko extend their sympathy to him on the recent loss of his mother.

John Foley was seen looking over the sides of his house one warm afternoon. He must be figuring on a paint job in his spare time this spring.

Enrico "Rip" Ranaldi will just about be moving to his completely remodeled home by the time this issue is out. He has made good use of the slack work season by working at his own place.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY
RICHARD ELLIS
JAMES CONNOLLY
CHARLES COBB
CHARLES NOVICK

DOROTHY HAWES
M. MULVEHILL
CLARENCE PHILLIPS
CLARENCE YOUNG
RUSSELL RICHALL

Congratulations to Bill Grudinskas and Al Simaski on their new 1949 cats.

Best wishes to Joe Fanning who was married recently — so recently in fact that he is still on his honeymoon.

Best of luck from FFQ to Bill Pratt who has just left us for a new job in the Undercoat Department and to Ralph Hildreth who comes to us as the new foreman from his job as night foreman on the Print Machines.

Charlie Esper is down to just one car now — a beautiful '48 Oldsmobile Club Coupe.

We offer our sincere sympathy to Mrs. Stephen Melish and her family. Her husband had worked here for a long time and was liked by all.

Bill Colmer is our Egg Man. Anyone wanting eggs, just see Bill. He says "They are fresh from the country."

Harry Hale is in the dog business. Anyone wanting a good dog and very cheap had better see him soon.

New cars at the Flooring Plant include Joseph Stavickas — new Chevrolet Sedan, Louis Rota — new Ford Sedan, Les Fillmore — new to him Lincoln Sedan, Jesse Walker — new to him Buick Sedan.

Our sympathy to Sam Kelley whose brother died recently in Houston, Texas.

James Sheptycki is in trouble. He bought some shingles and now he needs free help. He says he is afraid of high places and doesn't dare put them on. Any volunteers?

Attention, car owners! Bob Taylor has a new way to take out a radio. Jack up the rear wheels, give a few shakes and the radio simply falls out.

Louis Rota spent ten days vacation in Ohio visiting a college chum who is now a doctor in Columbus.

We offer our sympathy to Mr. and Mrs. Bernard Johnson whose ten months old boy has



Tom Durkin, watchman at the Norwood Flooring Plant, is mighty proud of his daughter Mary who has just finished training at St. Elizabeth's Hospital and is now working in Boston City Hospital. Mary used to work at No. 2 Box Shop and the Norwood Roofing Plant before leaving us to enter training in 1946.

just died. This is the second boy they have lost. We are indeed sorry for them.

The Oil Boiling Department has two new men — Russell MacDonald and Thomas Blundell. May their stay with us be a long one. That makes us thirteen strong. Anybody superstitious?

Frank Kissell has started breaking ground for his new home on Moose Hill Road in East Walpole.

Congratulations to the new assistant foreman on the Print Machines, George Johnson. May his stay be a pleasant one. We are sorry to see Ralph Hildreth leave the Print Machines but are glad to see him going "up the ladder."

Fred Baker is recuperating from the loss of his tonsils.

Welcome to Cyril McCue and Frank Michienzie who have joined the yard crew.

With Income Tax season here again, some of the boys regret all of that 1948 overtime.

When you read this Joe Giampa will have taken the fatal step. We wish a pleasant married life to him.

Johnny Grover has left his duties as messenger and is now working as clerk at the Lino-leum Department. Sidney DeYoung of Canton has replaced Johnny as messenger. We wish both boys good luck.

Not to be outdone by local ski enthusiasts, Florence Murray of the Flooring Office is now a regular ski train devotee. Florence is regarded by some as a winter resident of North Conway.

The Eastern Massachusetts bus line lost a regular fare when Bill Webb bought his '41 Chevy.

We were all saddened by the death of Al Gavigan's twin sister, Virginia Gavigan of Canton in February. She was engaged to Bob Lawrie of the Shipping Department.

Basil McAusland surprised us all by passing out cigars recently. He has a new baby girl at his house — 6¾ lbs. He also has a four-year-old boy.



This ruffle skirted miss is Peter Deptula's 16-months old pride and joy, Rosemary. Peter works on the Flooring Print Machines.

A very successful sledding party was held recently by a group of the Lab employees. The site selected, and a good one too, was the Airport hill in Norwood. It furnished many a thrill and spill. Bill Mark and Bob Grover were in charge of the vittles.

Getting all prepped for the coming fishing season, Larry Hewins spends his spare time making trout flies. Larry who has invested about \$1.00 in each fly is trying to prove to the fish that he is no piker.

We are glad to have Jack Griffin back with us again after a time with Uncle Sam.

Joe O'Brien was driving Clare Hayman home during a blinding snow storm when his car was forced off the road into a pole. Clare went to the Norwood Hospital with a severely lacerated scalp. We are glad to report he has recovered nicely and is now back at work. Joe miraculously escaped without any serious injuries.

Earl Higgins has returned from his winter vacation in Florida and Cuba. Earl brought back a nice tan and a Spanish accent from Havana, a city he describes as "quaint and gay."

Congratulations to Mr. and Mrs. Lawrence White on the birth of a daughter last month.

Margaret Meets Miami

WE all can't go to Florida, but at least we can enjoy other people's telling about it. That's why you'll enjoy this article written for the REVIEW by Margaret Mulvehill, clerk at the Undercoat Department of the Flooring Plant, who left our wintry climate for Miami's summer sunshine on January 20th. Margaret made the trip with two friends. All three had been invited to spend their vacation with a girl friend who makes her home in Florida. Margaret writes:

Although the weather was not too cold when we left, after we got to Washington we noticed a decided change. It took us two days by train from Boston to arrive at the trailer camp where my girl friend makes her home in Miami.

Trailer life is very interesting and very different from our ways of living. Everything is so routine and the families are so neighborly. Washing is done at the trailer ground by the launderette system. Each housewife is assigned a certain time of day to do it. It is surprising to see the good sized washing that can be done for 25¢. While washing they can enjoy a bottle of Coca Cola, a candy bar or cigarettes purchased from machines on the grounds.

Across the street the children have a beautiful playground with slides, swings, etc., all available at the cost of 25¢ a week.

Cheaper Living

Living expenses are much cheaper in Florida, but I noticed while shopping in the stores that the people seem to resent the Northerners. The clerks don't seem a bit friendly but just stare at you when you ask them a question. This seems queer to me because the Northerners are good customers and spend so much money buying clothing and gifts to take home. There is no meal tax in Florida.

Temperatures vary anywhere from 85° to 90° a day. There is always a cool breeze though, so you don't mind the heat as we do here in July and August when it gets that hot. They tell me it rains about once a month for about five minutes at a time and it really comes down in buckets then.

There seems to be no such thing as sickness. The children are very healthy. I think one reason is that they have so much of the wonderful fresh fruit juices.

I took in some beautiful trips including an all day boat trip, a long bus trip and a moonlight sail. The all day boat trip took us by some beautiful homes. The guide told us who owned the homes, and I got quite a kick out of it when I discovered that one of the most beautiful ones belonged to a Mr. Fisher who owned a cosmetic business and retail store. He had made his fortune on women's faces, all right!

The moonlight sail was beautiful too, especially the big hotels with all their lights shining across the water.

On the bus trip I was quite impressed by the magnificent high school with a beautiful swimming pool, lounging rooms like those you see in the movies and a huge lunch room and dance floor. I don't see how they ever get any studying done at all.

I went to the Hialeah Race Track — made some money that day — and also went night clubbing quite a bit. All in all, it was a wonderful trip. My only regret was that the two weeks went so quickly. Next time, I think I would fly down. You get there so quickly, where it takes seventy-two hours on the train.

One of the 1948 vacation pictures entered in last year's contest. This was taken last August by Barbara Green of No. 1 Box Shop and shows Provincetown Monument from one of the piers at Provincetown Harbor.



Cute little Robert Procaccini may be only fifteen months old, but he can watch for the birdie. His dad, Al Procaccini of the Flooring Finishing Department, is President of Local 1384 CIO.

February Winners

TWENTY-TWO suggesters were successful award winners in February, seven of them qualifying for the \$10.00 award which indicates that their suggestions showed ways to save in manufacturing costs.

Three men, Leslie Hall, Frank Kissell, and Garnet Patterson received \$10.00 awards for having had five suggestions accepted.

February winners:

\$10 AWARDS

*Leslie Hall, FXB
Philip H. Holden, FBV
Frank G. Kissell, FFP
T. E. MacDonald, FFN
Anthony Montisano, FXR
Edward Wisniewski, EMM

\$5 AWARDS

Eric Cutler, CE
Nicholas Ferrara, FFG
Joseph Ferreira, DPX
Anthony F. Grinavic, FFG
Peter Karkota, FFR
Phil Leon, PSL
Charles H. Locke, EMM
Edward D. Maloof, FXR
Victor J. Narciso, FBM
Garnet Patterson, FFG
Theodore F. Paul, FFN
Clarence F. Phillips, FFP
Joseph Ruscetti, FXR
Patsey Sansone, FFD
Joseph Tulis, FFG

Steven D. Wilson, FFC, received an additional \$5.00 because one of his suggestions previously accepted has now proved to be a money saver. It was reclassified in February and given the additional money to bring it into the \$10.00 award class.

*Two suggestions accepted.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

New Members for Safety Committees

NEW Safety Committee members have been appointed for the first six months of 1949.

These men are holding safety meetings in their department each month and doing their best to help the Phillipsdale Plant to a better safety record this year.

While these committees head up the safety program, they can't do the job alone. Safety is part of every job. If you have any ideas as to how your fellow workers could work more safely or how working conditions could be made safer, speak to the Safety Committee members of your department. They are eager to learn of your ideas. Help them make your department the safest department in Bird & Son.

These committee members for the first half of 1949 are as follows:

DPH
Ernest Oeser
Frank Reed
Joseph DeCosta

DPI
William Andrew
Charles Waterman
Philip Zompa

DPR & DPE
Leon Eatough
Manuel Paiva
Manuel Oliver
Antone Alves

DPB
Charles Cyronak
Patrick Clarkin
Aniceto Apricio

PPL
Richard Carlson
James Hammond
Serafim Moreira

DPX
Dudley Perry
Edward Perry
Arthur Fournier

DPP & DPL
Albert Carlson
Charles Smith
Anthony Amaral

DPC
Manuel Rebello
Carleton Horton
William Gecawich

DPIF
Robert Berry
Leo Sullivan
George Jobin

DPT
Joseph White
Joseph Medeiros
Miguel Tavares

DPV
Anthony Matonis
Antonio DiFonzo

DDM
John Soderlund
Gaetano Nanni
William Conway



George Condry, new Foreman of the Insulating Board Plant at Phillipsdale, has a right to be proud of little Miss Lynne Condry who apparently thinks cameras—or photographers—are very funny.

accident? Take corrective measures at the time of the first minor accident.

John Geary, instructor in industrial safety at Northeastern University, Boston, left this idea along with many others with the Phillipsdale foremen at their February meeting. Mr. Geary's handling of this somewhat shopworn but vital subject of safety was extremely interesting. So that other plants will have a chance to hear this vivid and dynamic speaker, the Safety Committee plans to bring Mr. Geary to the Massachusetts plants as soon as possible.

Attending the monthly foremen's meeting at Phillipsdale from East Walpole were A. W. Smith, Personnel Services Manager, and Safety Engineer Frank Eisenhauer. It was they who had previously heard the speaker of the evening and got him to address the Phillipsdale gathering.

In Second Place

THE Bird & Son Bowling Team is still in second place in the East Providence Industrial Bowling League. Captain Cyronak leads the league with an average of 113 38/57. Howie Inman is not far behind him with 109 25/57 and the rest of the team is not very far behind him.

The schedule for March is as follows:

March 7	Atlantic Refining
14	Glenlyon
21	Kennecott
28	Rumford

These matches in March will probably round up the year. Everyone is

quite happy about how the League has been run the first year. We are looking forward to a good season again next year.

Plans are being made for soft ball, golf and horseshoe tournaments during the summer. All those who may be interested in getting on the Bird team should see Manny Oliver.

Machine Shop Leads in Plant Tournament

THE four bowling teams in the Interplant Tournament are still enjoying themselves every Wednesday evening at the Darlington alleys in Pawtucket.

Mat Pino still holds the record of high single with 138 and also has the high three string total of 357.

The Machine Shop team, at present leading the league, got a little over ambitious and challenged the "Pro's"—that is the men who are bowling in the East Providence Industrial League. Much to their surprise they won all the strings but three. This upset them so much that they lost three out of four points to the lowly Office team on the succeeding Wednesday night.

The men on the four teams extend a cordial invitation to the rest of the plant to join them, either as spectators or bowlers. Make it a date next Wednesday at the Darlington alleys.

Recent league standing:

	Won	Lost
Machine Shop	18	10
Millwrights	16	12
Yard	16	12
Office	6	22

Phillipsdale Notes

Joe Marrier is happy in doing away with another one of those jobs at home which he has done for years. He has bought himself some aluminum combination storm and screen windows and now he says his wife can do the changing necessary.

We were glad to see two of our retirees this last month—Leonard Carlson and George Hawley. We are glad they still have an interest in the old place and hope they continue to visit us.

Crackerjack Safety Man

"FOR every twenty-nine injuries there is one major injury... but there is still time to prevent that one major injury." How to stop the bad

We have received cards and letters from Willie Banks who is happily established in California. We miss him here and hope that he is enjoying himself there.

Announcement has been made of the birth on February 2 of Patricia Ann Hammond, daughter of Jimmie Hammond of Insulating Board Mill.

The Insulating Board mill men have moved into their new locker and shower room. They have now one of the best locker rooms in the mill and are quite proud of it.

We are sorry to report three deaths in the Bird family this last month. Those passing away were August Enos' father, Frank Reed's mother and George Jobin's father-in-law. We extend our sympathy to these workers and to their families.

New cars reported this month include Adolf Adamonis' DeSoto, Aniceto Apricio's Oldsmobile, John Reposa's Buick, and Manuel Oliver's Dodge.

Any day now we expect to be able to report about Gil Dias' new Pontiac but it hasn't shown up yet.

We told you last month about Joe Queenan's trip to Washington for the Inauguration ceremonies. We don't know whether he saw the President or not but he was there long enough to realize that there are from five to ten women to every man in Washington and that fact seems to have impressed him considerably.

We hope that by the time this REVIEW is out Bill Conway is back again. Right now he is out with the mumps which he forgot to have when he was younger.

Adolph Adamonis is at home after a short stay at the hospital. Hope to see him soon.

We were glad to see Tony Pimentel on a recent visit to the mill. Tony has been out sick for some time but hopes to be back within a month or so.

We welcome Enar Peterson, who has started to work with us in our Power Department. We hope he enjoys working with us.

REVIEW SCORES

THE following quotation is from THE SCORE, a bulletin on industrial relations. The bulletin pays a lot of attention to company magazines, and is especially interested in magazines which do a good job of telling their company's story.

This quote refers to our Christmas (Dec. '48) REVIEW.

"This month the BIRD NEPONSET REVIEW kicked wide its editorial portals, and for its publisher, Bird & Son of East Walpole, Mass., embraced a new audience in addition to the old. Story behind it is that the company has three major divisions not closely related so far as distribution is con-

cerned — the paper division, flooring division and building products division. In a special issue the story of all three was told, largely in pictures, and the issue mailed not only to the company's 3000 employees but to all stockholders, dealers and customers. The job accomplished the dual purpose of acquainting the roofing dealer in Michigan, the stockholder in Texas, the box customer in Maine, and of providing employees with a show piece of interest and value to family and friends.

"To BIRD NEPONSET REVIEW, therefore, the Job of the Month Award. Editor is Edgar M. Grout."

The REVIEW also received favorable mention for this Christmas issue in "Reporting", monthly publication of the International Council of Industrial Editors.

Chester Collins claims to be the most ardent rooter the bowling teams have here at Phillipsdale. He insisted this be put in the REVIEW to show up the other rooters who do not go to the games very often.

Alfred Carvalho asked several contractors the cost of shingling his house but all seemed too high in their bids so Alfred decided to buy the shingles here, put them on himself and save a lot of money. Now he is having a little difficulty with a few leaks and he thinks it probably would have been better to shingle each side of the roof, starting from the bottom, instead of trying to save time by shingling on one side over the top and down the other side. He intends to do it differently the next time.

No, girls, Ralph Bemoch's new crew cut isn't because of a bet. He is just getting ready for the warm weather.

First to Retire in New Year



FIRST to retire in 1949 is Victor T. Makela of the Norwood Roofing Plant who last December completed thirty-three years of service with Bird & Son.

Victor had been in poor health for many months and on the advice of his doctor decided in February to retire permanently. He came to Bird & Son December 24, 1915 and worked in the Finishing Department until 1937 when he changed to No. 1 Roofing Machine working first as chip man and later as finisher. Since February 1943, he has been a member of the Cleaning Department at the Roofing Plant.

He and Mrs. Makela live in their new home on Mylod Street, Walpole. Although he has been quite ill this winter, we are glad to report he is much better now. The day the photographer called he was happy to pose with his little grandchild, two year old Charlie Yeaton. It is easy to see that Charlie and his granddad are real pals.

Box Score on Cribbage

January and February Parties

Third Party, January 6

Players present — 28

Cribbage Prizes:

George Peckham, Roofing Plant

Charles Wohler, Paper Mill

Baskets of fruit:

Don Frazier, Roofing Plant

Ted Pierce, Roofing Plant

Fourth Party, January 27

Players present — 27.

Cribbage Prizes:

Oliver Guisto, Norwood

Robert Weger, Maintenance

Baskets of fruit:

Edward McLean, Flooring

Perley Mudgett, Paper Mill

Fifth Party, February 17

Players present — 22.

Cribbage prizes:

Henry Wohler, Norwood

Fred Hollowell, Walpole

Baskets of fruit:

George Peckham,

Norwood Roofing

Al Kulbok, Norwood

The next party was scheduled for March 10th at 7:30 sharp in the East Walpole Brigade Room.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPATAC
RICHARD POTTER, Photographer



These four colored boys have helped to keep Shreveport's production high and Bird & Son quality tops for a long time. They are, left to right: Sim Bates, Herbert Harrell, John Williams and Alphonso Whitaker.

Shreveport Speaks

About the middle of January, our sales trainee, Mimms Dyess, returned to the University of Mississippi to complete work needed for his B.A. degree. We all miss Mimms who was becoming an efficient part of the inside Sales Department. After graduation this June, we expect to see him back again for further work here at the office before he is assigned a sales territory.

In a recent issue of the *Shreveport Times*, there appeared an item in the "Stroller Column" about L. L. Williams' square dancing. As of this week, Mr. Williams has a rival for honors as "Champ." Thanks to son, Scott, who offered papa's services (and talent) to the P. T. A. Group of Creswell Street School, Frank Markham is now taking square dancing lessons to appear in one of their benefits, dressed in long skoots and wig, yet!

G. D. and Mrs. "Dude" Davidson are floating in the clouds right now waiting for the arrival of their sailor son, Bobby, who has been overseas most of his two years in service. We hope Bobby finds time to come out to the plant and see his old friends of the Bird Family.

After 12 years of service, the Ediphones have been replaced in the Shreveport Office by Audiograph Machines. Everyone is enjoying learning how to use these "new-fandangled-machines." Imagine Lucille McMurtry's surprise when she was transcribing Mr. Soward's record; she reached a pause in the dictation and then A. W.

Miller's voice boomed out with a good healthy chuckle. Miller was trying to give Soward a few pointers on using his Audiograph.

We have enjoyed visiting with the employees of Rust Engineering Company during coffee each morning. Ex-members of our bowling team have been trying to talk them into getting a team together to compete with us in a few games. Surely Rust could use the Washington Red Skin player they have to great advantage.

Mode Myers received a beautiful valentine February 14 from his wife. He couldn't imagine whom his "letter" could be from when it was delivered at his desk, but found it a very pleasant surprise.

Shreveport has had another visit from the snow. Now that we are all seasoned for this type of weather from last year, no one was bothered so much. It was a dry snow anyway and not even one person got stuck in front of the office.

Everyone regrets to hear that Ollie Sherburne's wife has been in the hospital. We all wish her a speedy recovery.

Mr. and Mrs. Willie Smith decided the only way they were going to get the other foremen and their wives over to see their new home was to give a party. So on January 29th, Mr. and Mrs. W. F. Winkler, Mr. and Mrs. N. R. McNeill, Mr. and Mrs. R. N. Potter, Mr. and Mrs. Claude Ragsdale, Mr. and Mrs. D. L. Oliver

arrived just about 8 p.m. and after everyone got acquainted, bingo and other games were played. Delightful refreshments were served and the entire evening was enjoyed by all.

Mrs. Jesse Hammett awakened to find a bare-foot burglar leaning over her bed and aroused Jesse who took a healthy swing at him. The prowler fled through a door in such haste he forgot his shoes which he had left at the door. He did take Jesse's pants and shirt but they were later located in the front yard. This isn't a Cinderella story, but the police are trying to find out who can wear these slippers.

Dick Potter was in the mood to buy a house until a super salesman sold them a Thor Washing Machine and Dish Washer Combination. Now the new house will wait for awhile.

Harold Maricelli purchased a new lathe and is now turning out rolling pins of very hard wood. He hasn't appeared with a lump on his head yet, but it might be in the making.

We regret to learn that H. B. "Beau" Beauchamp was confined to the Sanitarium due to an old injury and are glad that he has recovered and is back on the job selling those Texans roofing.

Robert Jones tried his hand at casting and caught a 5¾-lb. bass on February 15. That was a nice fish; too bad he is not in the Bass Contest.

Cephas Myers waited until his wife went out of town to visit her mother who is ill, and then traded for a 1947 Chevrolet which only had 18,000 miles on it and looks and runs like new.

C. F. Chandler has completed his home that he built for himself. We understand he has a very nice place. We hope to have a picture for the *REVIEW* before too long.

A dinner meeting was held by the foremen on January 14. G. D. Davidson and William Winkler were elected Co-Chairmen of the Foremen's Conference to be held this season.

Homer McNeely is now a patient at Veterans Administration Hospital, Alexandria, Louisiana. In Homer's last letter he reported that he was enjoying the *Review* more than ever. He invited any of us who might be down that way to please drop by and see him. The hospital is right on the highway.

R. B. Mills went fishing last week in 12 Mile Bayou and caught 7 large white perch.

Arthur Williams is now a married man. Congratulations, Arthur.

James S. Smith received the nicest of all Valentines February 14th. His wife presented him a six lb. four oz. daughter. They plan to call her Sammy Joe.

Jack Cooper and Frank Markham hit the high and low of something the night of February 1st. Jack went to hear E. Power Biggs, great concert organist who lives in Boston and broadcasts over CBS every Sunday Morning.



When Elton Bamburg picked up the hammer in the Shreveport Sample Department, sunshine and samples began to go hand-in-hand.

A good sport, Elton has been with us since September 25, 1946, starting as Tractor Driver and transferred to Sample Department. He also relieves the day Tractor Drivers and works one of the night shifts as Tractor Driver when we run a split night shift. He is very good on any job — and incidentally good at softball, too.

Frank and his son, Scott, heard Spike Jones and his City Slickers.

Blanchard Watts' daughter, Johnnie Jean, was married Saturday, February 5, and this couple have now moved in their new home.

Chester Dawson bought a \$50.45 12-gauge shotgun and was hunting rabbits up in Cross Lake country during his recent vacation.

James Moore and several of his 12 children are making gardens already. James plowed the week of February 7th and the next made good use of his vacation getting the seeds in.

Franklin Scott has enrolled in night classes out at Centenary College. At present he is studying mechanical drawing.

Minnie Davenport, wife of I. V., was in Tri State Hospital for nine days last month. I. V. was saved any financial worry and some \$200.00 because he had Family Coverage in our Group Insurance Plan.

We extend our sincere sympathy to Mr. and Mrs. Willard Patrick on the loss of their son, James Cleve Patrick, who was born February 7th and passed away February 8th.

Chicago Office Notes

It's a girl! Miss Julane Wohlberg arrived Feb. 16, 1949. Weight 7 lb. 3 oz! Congratulations, Ralph!

We have been hearing all sorts of favorable reports about Mexico from Pearl Watson . . . most attractive place for vacationing . . . awfully pleasing to the eye . . . and oh! such a grand climate. Pearl vows she's going to speak fluent (?) Spanish before long. (Probably inspired by that Spanish-speaking Parrot!)

Johnny Considine had better watch out or some talent scout will snap him up for some Acrobatic Team — after all standing on one's head is quite an accomplishment.

Glenwood's New Equipment

DURING the summer of 1948 a new dust collecting system was installed and put into operation at the Bird & Son plant in Glenwood, Arkansas. The big tank in the accompanying picture provides storage space for the "fines" used as mineral re-inforcement in the making of asphalt roofings at the Shreveport Plant. The new system also provides better working conditions for the men at Glenwood and safeguards their health.

A part of the installation included a new ball mill which grinds small particles of slate to the right size to provide additional mineral re-inforcement in the asphalt coating. A large amount of waste which used to be just thrown away is now put through the ball mill and thus made into a useful product. The two

upper pictures show the storage tank and the pipes leading from the plant. The box-like machine in the foreground in the right hand picture is the actual dust collector. At the lower left hand corner of this picture is the exhaust opening. The effectiveness of the system is proved right here. When this picture was taken the equipment was in operation and carrying many thousand feet per minute of dust laden air from the plant. The clean air being blown out through the opening in this picture is a clear indication of how effectively the system works. The exhaust air is completely free of dust.

The dark building in the foreground of the lower picture houses the ball mill which grinds the waste into usable material for mineral re-inforcement



BERRY BRIEFS

Waterloo News

by PEARLE MCGUFFIN



Tired of looking at snow and ice? You shouldn't be — especially this unusual shot of a genuine ice storm in the Sunny South at Waterloo. This scene, taken a year ago, is indeed unusual as far south as the Berry plant location. There are even icicles on the office roof!

WEATHER:

We thought last week we were in for another "slick." It rained, snowed and froze. We stocked our pantries, filled the oil lamps and like the groundhog, prepared to stay in six more weeks. The snow was pretty, but luckily stayed only a few days. A warm rain came to melt it faster, the roads dried out, the grader paved them, the temperature soared from a low of 2° above to a high of 70°, "Spring is just busting out all over," and gee! everybody is happy!

SPORTS:

Sport is a dull subject around here now-a-days. Basketball seems to be the main interest. Let's hope some one will take the situation in hand this spring and get the soft ball diamond completed.

DAN CUPID:

Welton Bailey and Selma Martin were married early in November '48.

VACATIONS:

Ober May was late getting his vacation this year — he waited until February. Other years he has always been able to get the first two weeks in the year.

Hilton Marlar took a "forced" vacation. While riding around on his galloping horse, it chose to sit down in the middle of the wet pavement and wow! on Hilton's right foot. His foot turned black, blue, purple and green — but he is a toughie — no broken bones, just badly bruised. He is walking as good as ever now.

NEWCOMERS:

It's another boy for the Fred Dixons. Arrived December 10th. Name — William Burl.

Arrived January 2nd a baby girl, Janice Gale — Parents — Billy Joe Oswalt and wife.

Arrived January 17th a baby boy, Dwight Preston — Parents — Roscoe Williams and wife.

NEWS AND VIEWS:

Welcome to the Clarence Clarks who have recently moved to Waterloo.

Welcome to Jewel Young who is employed in the Waterloo office.

Good luck to Roy Waters who went all the way to Hobbs, New Mexico to become a salesman. If we are any judge, he will make a good one. Roy was a regular guy and all the fellows he worked with will miss him. We hope his work out there will be very pleasant.

The Slick Huffmans are proud possessors of a new Pontiac.

Buddy Evans has a new Frazer.

Berry's latest Fleet Addition is an APPLE green truck used by the Roustabout crews. Until the truck arrived everyone had decided that we had a monopoly on RED.

All that wolf whistling you've been hearing is an accessory on Otis's A-Model, or as Otis puts it, an absolute necessity.

Wilson Murray says he doesn't see how so much information of a confidential nature gets out — like the fine set of dishes he had come in about Xmas time and the fact that he goes to Prescott each Monday, etc. etc.

No, it isn't Daniel Boone but only Mr. Magee with his coon skin cap designed especially for that sub zero weather we had.

Well, it has happened again. The road will have to be widened for the benefit of these guys who always have trees, limbs and stuff to drag off, taking all the mail boxes along with them. Doyle Camp got his mail delivered when they dragged his box down as mail fell in all directions. One man got a new mail box, put up and everything, just that way too!

Joe Boswell, known by almost everyone here as "Uncle Joe," was the happy recipient of a set of wood working tools purchased for him by the employees on the occasion of his retirement. In the set of tools he received everything he needs to continue his hobby of making handles and other wooden articles.

Radio Debut

ATTENTION NBC, CBS, Mutual, etc! You are missing a bet if you don't sign up the new Radio Stars that suddenly appeared on the horizon Thursday evening, February 10th, over Shreveport Station KENT.

The Shreveport Chamber of Commerce which puts on a 15 minute program each Thursday evening called "Shreveport Reports," invited Bird & Son, inc., to participate in a question and answer program explaining to the radio public "Who" and "What" we are. L. L. Williams, B. P. Soward, O. N. Sherburne of the Shreveport Division and B. D. Rogers, a Director of the company at East Walpole, who was passing through Shreveport that day on a vacation trip, participated in the program.

Mr. Williams presented a story on the interesting and romantic history of the company. Mr. Soward held forth on the types of products we manufactured, Mr. Sherburne on the raw materials we use and buy to make our goods, and Mr. Rogers on employee relationships and benefits. Comments that we have received on the program indicate that it was very favorably received and appreciated by the listeners. We are all grateful to the Chamber of Commerce for making possible this presentation to the public, and we know that our fine company received some excellent publicity.

Expansion Program

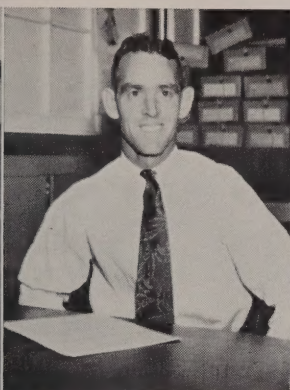
The theme of the whole broadcast was to show the dividends that would come to our community through our company's expansion program — the erection of our new Felt Mill, and the additional work being done on the present Roofing Mill.

Some very interesting statistics came to light in the course of the broadcast, well worth repeating here. Mr. Williams pointed out that the roofing made at the Shreveport Plant during 1948 was more than enough to cover 40,000 single family residences, and that if the roofing were

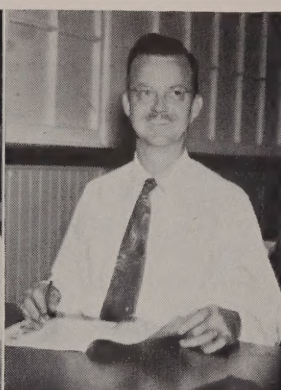
Your Correspondents



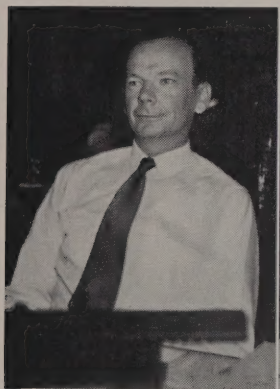
Lucille McMurtry



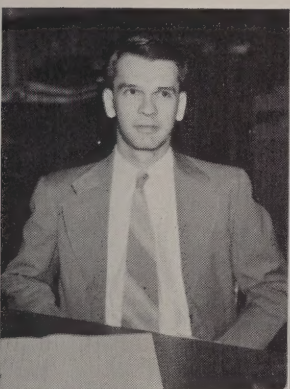
D. L. Oliver, Jr.



Willie L. Smith



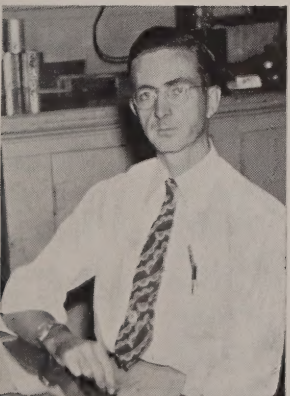
Frank Markham



Cyril Wilde



Edwin Sompayrac.



Richard Potter,
Photographer

Meet your correspondents. These are the REVIEW correspondents from Shreveport. These reporters, who contribute so much to the columns of the Bird REVIEW, will be featured for the next few months in these columns. Another plant group will appear in the April issue.

rolled out in a 3-foot wide path, it would wind into every state in the Union with enough left over to make a side trip into Mexico and Canada.

Mr. Soward gave some very interesting figures on the Bird & Son Shreveport safety record. For 1141 days, up to April 23, 1947 this plant went without a lost time accident. At that time a minor foot injury broke that extraordinary record, but since that date, the mill again had operated without lost time accident, so that at the date of the broadcast we had again reached the total of 406 days, or approximately 300,000 man hours, in our new safety record.

Mr. Sherburne brought out the interesting point that we shipped into our plant during 1948, asphalt, felt and granules totalling some 2,300 carloads. If shipped in one train, that train would extend some 25 to 30 miles.

Many other interesting figures came to light. We feel that not only did the general public come to know more about the extent of our Southwestern Division operations, but our own people here in the company learned some things about the company that they had not realized before.

Don't Stop —

If You've Heard This One!

(Confidential)

BALANCE SHEET — CERTIFIED FOR THE YEAR ENDING

DEC. 31, 1948

Population of United States . . .	135,000,000
People 65 years or older	37,000,000
Balance left to do the work . . .	98,000,000
People 21 years or younger . . .	54,000,000
Balance left to do the work . . .	44,000,000
People working for the Government	21,000,000
Balance left to do the work . . .	23,000,000
People in state and city offices .	12,800,000
Balance left to do the work . . .	10,200,000
People in the armed forces . . .	10,000,000
Balance left to do the work . . .	200,000
People in hospitals and asylums	126,000
Balance left to do the work . . .	74,000
Bums and others who won't work	62,000
Balance left to do the work . . .	12,000
Persons in jail	11,998
Balance left to do the work . . .	2

Two — you and I, and you'd better get a wiggle on; I'm getting damn tired of running this outfit alone.

BASKETBALL — BOWLING

Good News-and Bad

By CHET GRUSHESKI, Chairman

THINGS broke both bad and good for the Basketball Team in the last few weeks. We've played three more games since the last issue of the REVIEW, winning one and losing two.

The first game of a home and home series was played with the Fitchburg Paper Co. at Walpole High School gym on February 7th. That night all the boys had their shooting eyes with them. It didn't seem as though anyone could miss the hoop. Everything worked fine and dandy in favor of the home club. We won going away by the score of 87-76.

The scoring honors were divided between Freddie Arthur, Tappy Venterosa and Varnish Milozewski, while defensive honors went to Lou Harri-man, Les Tarbell, Frankie Malacinski and Uuno Wiik. Fred Arthur was with us for the first time. His appearance seemed to set fire to the club. He would have been with us earlier but previous commitments made long before the season started prevented him from doing so. We hope to have him with us for most of the games to come.

The first game we lost (we do lose once in a while) was played with the North Attleboro Y.M.C.A. at North Attleboro on February 10th. The

Bird Club came out on the short end of a 97-84 score. Both teams played a fast breaking game but North Attleboro was breaking a little faster. Scoring honors were evenly divided among all the players.

The second sad affair came on the night of February 28. The famous Dedham Vets team walked away from Walpole High that night with a 107-92 score in their favor. These champions now have a record of 34 games won and only 4 lost.

Both games were wonderful games to watch or to play. Those of you who have yet to see the club in action are really missing something. Make it a point to see at least one game before the season comes to a close. All home games are still admission free and are played on Monday nights at the Walpole High School Gymnasium.

The return game of the home and home series with the Fitchburg Paper Co. is being arranged at this writing. This game at Fitchburg should be another thriller judging by the final score of the last game. We expect the exact date to be set soon. Fitchburg has also requested us to bring along a five man bowling team, the same night. There is also talk of arranging a golf match between Fitchburg and Bird some time this Spring.

That's all for now folks. Watch for more news in the next REVIEW.

Granule Team Leads

By RICHARD SPRAGUE and JOHN HUTCHINS, Co-chairmen

WE are going into the twenty-third week of bowling at this writing with about seven weeks to go to the end of the season. Roger Percy's Granule team has a very comfortable lead with Norman Lull's Flooring Shippers in second place. The rest of the league is pretty well bunched with team standings changing every week.

Never has the Norwood Sports Center seen such bowling as Roger Percy and his men exhibited on March 9. That night they broke the three-string record for Bird & Son and for the Sports Center, too. Piling strikes on strikes and throwing in a spare or two for good measure, they wound up with a total of 1620! The first string was 506, the next 543, and the last 571! Nobody bowled under 90 all evening. On one single string Jerry Chisholm hit 140. These five top-notchers are Roger Percy, Jerry Chisholm, Ted Pierce, Richard Wenstrom and Frank Campisano.

At the start of the season each team captain pledged his cooperation in avoiding postponed matches whenever possible. They were all asked not to postpone a match unless it was impossible for a team to get there. At this writing we have had only two postponed matches. This has helped a lot to make the season more interesting.

At present we are lining up a bowling match with the Fitchburg Paper Co. We hope to make this a home and home series. Some of the fellows have also asked about bowling a match with Phillipsdale. How about it, Phillipsdale? Would you like to see what you can do with candle pins and then see what we can do with duck pins? Sounds like an interesting proposition to us.

Following are the ten bowlers with the highest average as of March 1st:

Gerard Chisholm, FBW	97
Roger Percy, FBW	96.5
John Alexandrowicz, FFB	96.5
Richard Wenstrom	96
John Woloshyn, FFB	95
Edward Knaus, EM	95
Samuel DeFlaminis, FB Gen.	95
Joseph Jarlis, ERB	95
Francis Nevins, FFB	94.5
Peter Didick, FBW	94.5



Pouring the first cement in the construction of the new Felt Mill at Shreveport. Work will be well along on this project by early Summer.

Vet's Show Going Strong

THE Bird Club Show for Veterans has had two successful engagements since we last reported. On February 17th the group put on a stage show at the Murphy General Hospital in Waltham; the night of March 10 another show was staged at the Veterans' Hospital in West Roxbury.

Next engagement is back at Cushing General on March 30.



"Bella, Bella, Marie" tunefully performed by the Ippoliti sisters and ably accompanied by Vin Perry's Orchestra.



Rabbits and things out of hats can be produced at a moment's notice by Uno Wiik, talented magician who puts on one of the outstanding acts of the Bird Club Veterans Show.



Peggy Hunter, daughter of Sam Hunter of No. 1 Box Shop, in a snappy Scotch dance routine which is part of the 1949 Bird Club Veterans Show.

Girls' Bowling

By PAT McDONALD, Chairman

GOING into the home stretch in the Girls' Bowling Season, the Solids still lead with the Bullet Heads a close second.

During the past thirty days Anne Lindsay has broken the high single record formerly held by Betty Kugel. Anne's new record is 120. This all-

star bowler from the Treasurer's Office has also broken Betty Kugel's three string total of 293 with a 303 total. Nice going!

Another mystery prize was awarded February 15th. The lucky winner, Mattie McLauchlan; the prize, a bottle of cologne. No one knew ahead of time what sort of bowling would win the prize, but it turned out to be the most sixes in the second string.

On the Lighter Side

Lady: Well, doctor, was my operation a success?

Man: I'm not your doctor, I'm Saint Peter.

A member was telling his parson that he had "got religion."

"Dat's fine brothah, but is you shuah you is goin' to lay aside sin?" asked the parson.

"Yassuh, ah's doin' it already."

"An' is yoah gwine to pay up all yoah debts?"

"Wait a minute, pahson. You ain't talkin' religion, you is talkin' business."

"What's that piece of string around your finger for?"

"That's a knot. A foreget-me knot is a flower. With flower you make bread and with bread you have cheese which is to remind me to buy some pickled onions."

His Guide Book

If a girl wears

Blue, she's a coquette,

Black, she's mysterious,

White, she's innocent,

Pink, she's lovable,

Bronze, she's clever,

Orange, she's deceitful,

Yellow, she's naive,

Purple, she's fascinating,

Green, she's jealous.

But when he was introduced to her, blessed if she wasn't dressed in plaid — so what else could he do but fall in love with her!

— Source unknown.

Customer: "Do you serve crabs here?"

Waiter: "Yes, we serve anyone."

Boss: "You ask high wages for a man with no experience."

Applicant: "Well, sir, it's much harder work when you don't know anything about it."

"What lovely antique furniture. I wonder where Mrs. Smith got that huge old chest?"

"Well they tell me her mother was the same way."

Professor: "Mr. Jones, I hate to tell you but your son is a moron."

Jones: "Where is he? I'll teach that young pup to join a fraternity without consulting me!"

That's the guy I'm laying for, muttered the hen as the farmer crossed the yard.

Answers to Picture Quiz on Page 10

1. b. Adjusting the set-up
2. a. Feeding the Miehle press
3. c. Hamblet machine cutter
4. b. Inspecting at the delivery end of the press
5. a. "Breaking out" shoe cartons at the Miehle cutter and creaser
6. c. Picking up at the delivery end of the folder
7. a. "1200 pots per hour"
8. a. Feeding a Thomson letter press
9. b. Inspecting cartons



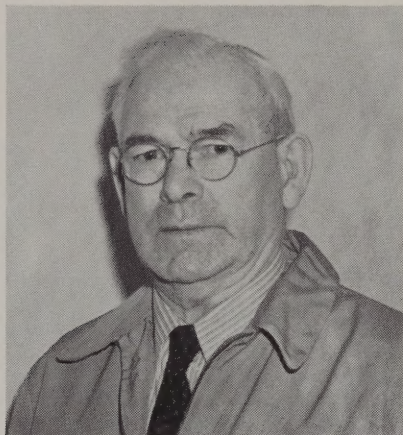


BIRD NEPONSET REVIEW

April
1949

Vol. 37 No. 4





Edward Kehoe Retires in March

EDWARD KEHOE of Norwood Roofing joined the retired list on March 14. Mr. Kehoe had come here in 1942 to the Roofing Shipping Department. At the time of his retirement he was a Finisher on No. 7 Machine, where he had worked since 1946.

Mr. Kehoe's wife died in 1947. He now makes his home with a sister at 309 Railroad Avenue, Norwood.

Creighton Hill Is New Board Member

CREIGHTON HILL, Director of Personnel, has recently become a member of the Bird & Son board of directors. He was elected to this position at the annual meeting of the company's stockholders, March 22.

The announcement of Mr. Hill's appointment as Director of Personnel was made in January. He has been with the company since 1944, where he has handled labor and public relations as Assistant to the President. He will also continue in this capacity.

On the Cover



another dependable Bird
new Architect.

One of the first Architect shingle jobs to be put on in the New England area now graces this fine old New England house. E. P. Hall, builder, whose home this is on Dascomb Road, Andover, Mass., took off Bird Neponset Twins, which had given fine service for twenty-three years, and re-roofed with

quality product — the

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to promote good service, good business, good will

EDGAR M. GROUT	Editor
ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

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Shreveport, La. and Glenwood, Ark.

The New ARCHITECT Shingle

It's rich and distinctive, it's heavier, it gives better protection and it's a life saver for our Roofing dealers and salesmen. We mean the new Bird Architect Shingle.

This newest Bird Shingle, announced just a few days before Christmas, has had a wonderful reception with all who have seen it, and has already brought some nice repeat orders during a winter when business has not been too brisk. The Architect shingle *is* what it *is* because of certain definite qualities which set it apart from any other shingle now on the market. You might say "We planned it that way."

Larger Granules

To start out with, there is a heavier felt for the base. The heavier felt can be saturated with more asphalt. It can also carry more coating on both the base and overlay portions. This means more weather resistance and a shingle with a longer life. The base granules are standard, but the surface granule is larger than any other manufacturer is using. These large granules are more securely imbedded, they give greater protection to the asphalt from the rays of the sun. By tests which the company has made over a period of years, it has been proved that these large granules substantially increase the life of the shingle by retarding any tendency to crack or chip.

These rich, thick shingles (the butt is 30% thicker than standard thick butts and of greater caliper than standard slate shingles) both look better and protect better. They are 15" wide and so can be laid with a 5" exposure and still provide triple coverage on the roof. This means maximum protection against hard rains and winds and water backing up from

frozen gutters. Because they are heavier, they hug the roof better. In other words, they look like high quality and they are just as good as they look.

Wide Selection

Bird Architects come in a wide variety of colors and blends. It's a shingle that is selling and will continue to sell. Recent comments from Bird salesmen prove the point.

"Sold two jobs consisting of 80 sqs. of Architect Black today. Mr. ——— had specified ——— (competitive shingle) or equal on these jobs. He didn't hesitate using our Architect."

"Seems as though we will have to have another car of Roofing and I suppose we will just have to give it to you and Bird. We have a war on down here on Shingles now and are having to sell them mighty cheap so we are *pushing* the *Architect*. Have sold one job and have another good prospect. Please have the factory include some sample panels of the Architect in this car if

possible. Thanking you to ship as soon as possible, we remain, (signed by a Bird dealer)."

Commenting on this letter, the salesman said: "I am sending you this letter to show how much the Architect means to me. I honestly believe that this shingle has sold about $\frac{1}{4}$ to $\frac{1}{3}$ of the cars I have sold this dealer this year. I mean by that that the dealer forgot about price and just started talking Architect. I honestly don't know what would have happened to me if I had not had the Architect."

"We have read with interest your new Architect massive shingle advertisement. We would like a folder showing colors and blends plus any other information available. Do you have a distributor in the ——— area? We are 125 miles from this city, or should we buy directly from you? If colors are satisfactory I believe that we would be glad to place an initial order for about 75 sqs. of the Architect Shingle. Please advise."

The Sales Department's prediction — Watch this shingle go places.



The Architect, newest shingle by Bird & Son, moves along No. 1 Machine at the Norwood Roofing Plant. Here we see James Fabiani at the Turret Cutter section of this machine.

Sales



MORE than thirty Flooring Division salesmen and production and sales executives gathered at the Hotel Statler, Boston, the week of March 21st. The occasion was the first meet-up of the entire Flooring sales force since December 1947.

Discussions of various Flooring sales problems occupied the morning and afternoon sessions on Monday. Speakers included Vice President H. E. Sawyer, Jr., his assistant, R. V. Garner; Stanley Blackmer, Sales Service Manager; Richard Murphy, Field Manager; and Philip Macchi, Chief Designer and Colorist. A dinner at the Statler Monday night followed the all-day business session.

1949 Programs

Advertising and sales promotion programs for 1949 were on the agenda for Tuesday. The entire day was spent on this subject. Sales Promotion Manager William E. Wakefield opened the meeting and presented F. S. Christian of the H. B. Humphrey Co., advertising firm, who conducted the meetings. At the luncheon on Tuesday noon, Bird & Son executives from all divisions of the company were present. President A. H. Anderson addressed the group.

Wednesday was given over to a trip through the Flooring Plant for all



Pictures on this page

(from top)

Flooring Sales luncheon. Starting at left, outside: Michael Karekan, R. V. Garner, Samuel Walsh, Virginia Szukalla, Fred Jakel, Ralph Maraist, Charles Tyson, A. H. Anderson, H. E. Sawyer, Jr., Frank Christian, F. P. Reynolds, C. A. Boiteau, Arthur LeBlanc, Peter Geisler, Warren Graffam, William Tyson, T. J. Sullivan, Mary Kelleher and Bertyl Johnson. On the inner side: Lytle Williams, Richard Merrill, Ira Post, Howard Cartwright, Ira Holcomb, Richard Murphy, Howard Hanna, Roland Pohl, W. E. Wakefield, A. L. Disher, Warren Anderson (almost hidden), Frederic Bagley, Paul DeChellis, Dimon Merrill, Stanley Blackmer, Raymond Allen, Edwin Guise and Eugene Murphy.

Another view of the group at the Flooring meet-up.

Peter Frain watches the machine while Sam Piraino conducts a group of Flooring Sales people around the plant. Visitors to Flooring are: Bill Tyson, Bud Williams, Sam Walsh, Howard Cartwright, Virginia Szukalla and Paul DeChellis.

Flooring Salesmen got a chance to check up on their own employee benefits as they listened to a talk by John Watson, insurance expert, during the recent meet-up.



Meet-Up of Flooring Division

the salesmen. They split into small groups and all had the chance to observe our present-day operations at first hand. Immediately following the visit a business session was held at the Flooring Plant in charge of Mr. Sawyer and Ralph Wight, Superintendent.

Conferences

On Thursday morning, the business sessions ended with a meeting of the entire group in the Tower Room of No. 2 Box Shop. During the rest of the day Thursday and all day Friday, Mr. Sawyer held individual conferences with each salesman. The final gathering of the group was a dinner at the Statler Thursday evening attended by all the salesmen and the foremen of the Norwood Flooring Plant.

The salesmen traveling the greatest distance to attend were R. I. Holcomb, from Oklahoma City, Fred W. Jakel from Dallas, Texas — both cities about the same distance from Boston — and Claude A. Boiteau from Minneapolis, Minnesota.

Tyson Honored

C. E. TYSON, Bird & Son Chicago Sales Representative retiring in April, was feted at a dinner in his honor at the Flooring Sales meeting. The dinner at the Lafayette House had been announced as a regular business session. When fellow Salesman C. A. "Skip" Boiteau sprang the gift pres-

entation, Mr. Tyson was completely surprised.

Stanley Blackmer brought the group to order after the dinner by ringing an old town crier's bell. Then Mr. Boiteau made his entrance. He was leading a life-sized springer spaniel — made of Bird Marbleized Linoleum, concocted by Chief Designer A. P. Macchi. The pup was mounted on wheels and around its neck was a fine leather collar. Attached to the collar and looking as if it were held in the dog's mouth was a purse contributed by members of the Flooring Division sales force. The purse held money to buy a real springer spaniel, for Mr. Tyson has had his heart set on a springer for a long time.

Mr. Tyson thanked the group and told them about wanting this kind of a dog for his hunting trips. He was going to do more of that, now that he would have some leisure. He said he was going to name the dog Skip after Mr. Boiteau, who has often hunted with him.

Several heads got together to think up Mr. Tyson's surprise gift. Son Bill, formerly with Building Materials and now a Flooring Salesman, came up with the dog idea. Then Phil Macchi was commissioned to visit a local kennel to get exact measurements on springer spaniels. With this data and some black and white Bird linoleum, the Design Department made a strikingly life-like dog. After the presentation, every-

body signed a large card — also drawn for the party by Bird artists. Later Mr. Tyson can paste on the card pictures taken by Photographer Walter Hartig that night and keep it with the linoleum dog as a memento of the occasion. As for the pre-fabbed pup, Mr. Tyson returned to Chicago with it under his arm. He could not be prevailed upon to ship it separately.

Mr. Tyson joined the Bird organization in 1923 and was Chicago District Manager prior to World War II. He is retiring to his farm near Onkama, Michigan.

New Use For Rubberlike Runner

THE cement floor of an atomic research laboratory at Boston University was getting radio-active material spilled on it. Cement is porous and it might not be long before the floor would become dangerously radio-active. An inexpensive covering was needed to safeguard the laboratory floor and the answer was found in Bird Rubberlike Runner.

Rubberlike Runner absorbs the dangerous radioactivity, keeping it from the permanent floor beneath. At intervals the Rubberlike is gone over with a Geiger counter. When it is determined to be unsafe, it is disposed of and replaced with new Rubberlike Runner.



C. E. Tyson found to his surprise that he was the honored guest at this dinner party during the recent meeting of the Flooring Salesmen. Mr. Tyson retires this month. At the right, Mr. Tyson holds the leash of his linoleum dog, which he is receiving from C. A. Boiteau. (The "bone" in the dog's mouth in this case is a purse from his associates at Bird & Son.



IN THE FACTORY: Bird Boxes for Edison Brothers are sent to the factory, where they are stamped with the stock number and size of the shoe to be placed in them. They are then packed 36 shoe boxes to a shipping case and shipped either directly to an Edison Brothers store or else to the Edison Brothers warehouse in St. Louis, Mo. Here shoes are given the final touch before being placed in individual boxes. To the left, the cases into which the boxes will be packed are stacked.

Millions of Shoe Boxes

"MAY I help you, madam?" "Yes, please. I would like to have a black, high-heeled suede pump. Something in an open toe and heel with a platform."

The salesman measured her foot, smiled at the customer and told her he would have such a shoe for her in her size in just a moment. As he left to fetch the requested shoe the customer looked around. She saw thousands of boxes, all a soft shade of blue, neatly stacked in shelves along the walls. Pretty boxes, too, she reflected. How in the world did the salesman always seem to know in which of these thousands of boxes a particular shoe was? Who made all these boxes? And what became of them after the shoes were sold? Seemed such a shame to just throw them away, they looked so pretty and durable.

Scenes such as the above are re-enacted thousands of times a day in the more than two hundred Edison Brothers women's retail shoe stores located in one hundred fourteen principal cities and in thirty-six states. Last year the company sold over 13½ million pairs of footwear. Each pair was in a box — 13½ million boxes — and millions of these

boxes were manufactured by Bird & Son.

Edison Brothers does not manu-

facture shoes. It retails women's shoes in its three chains of retail stores — Burt's, Baker-Leed's and Chandler's. Each chain carries its own brand and quality, and each brand name comes in its own distinctive shoe box, most of them manufactured by Bird & Son.

Let us follow a shipment of shoe boxes as it leaves Bird & Son for an Edison Brothers Chandler store, featuring the French Room shoes. The Chandler shoe box manufactured by Bird & Son is a light blue, sturdy box with a distinctive appearance. Since Edison Brothers does not manufacture its own shoes, the shipment of Chandler boxes goes first to a factory making the shoes for them. Here the boxes are stamped with the stock number and size of the shoes to be placed in them.

Now the shoe boxes are repacked, thirty-six to a large fibre or corru-



IN THE ST. LOUIS WAREHOUSE: Literally tens of thousands of shoe boxes, most of them Bird boxes, arrive every day at the St. Louis warehouse. During Easter rush, as many as a hundred thousand pairs of shoes go out to the stores in one day. These boxes are handled fast and furiously by the warehousemen, and consequently they must stand up under a heavy beating in order to protect the shoes inside.

gated box (in all probability also made by Bird & Son) and shipped to the Chandler store. When the shipment arrives, the shoes are checked, sorted by stock number, and then run into stock according to a system of color, heel-heights, style and size, all indicated by the stock number on the front of the box.

A shoe box has to be sturdy to stand up against the beating it receives. The boxes are carried, ten to twenty at a time, by the salesmen from floor to floor — from the basement receiving room to the stockroom, from the stockroom to the selling floor. On the selling floor the boxes are again constantly shifted from one shelf to another to make room for new styles which must be run in proper sequence.

The lid is the first to tear if the box is weak or defective. You see, a shoe, before it is bought, is likely to be tried on many a foot. And each time it is tried, it is the lid which the salesman takes hold of when he pulls the box out from the shelf. Watch, next time you buy a pair of shoes. He flips the lid under the box as he takes the shoes out and shoves the empty box back into the shelf. When he returns the shoes, the lid has to be flipped back on again. Only the best quality



IN THE STORE: When a new shipment of shoes arrives, they must be run into stock according to color, material, height of heel and style. All this is indicated by a stock number on the front of the shoe box. To get a blue suede shoe into stock when there is no space among the blue suede shoes presents a problem. However, if there is space among the brown suede shoes, that empty space can be "shifted" over to where the blue shoes are. This constant shifting around calls for shoe boxes of the highest quality. "Bird boxes," says Edison Brothers "have that quality."



IN THE STOCK ROOM: The last lap of the journey from East Walpole. After having travelled hundreds — perhaps thousands of miles — the shoes are now being received by the store and run into stock. Here the shipping clerk opens up a case to inspect what has been sent. Usually the boxes are handled six at a time. If they are not strong and well-made, the weight of the shoes inside the boxes would crumple them.

box and lid can take such a beating, and Edison Brothers says the Bird & Son boxes take that beating with a smile.

When a pair of shoes is sold, the lid is placed back on the empty box and the box turned upside down to indicate to other salesmen that the shoes are sold. When new shoes arrive, the empty boxes are pulled out of the shelves and taken into the basement, where the porter tears them at the four corners and stacks the flattened cardboard in cartons. The junkman comes and hauls them away.

Is this the ignoble end of our pretty, sturdy Chandler French Room shoe box? Indeed not! The box has more than the proverbial nine lives of a cat. Like as not, these now useless torn-up shoe boxes find their way into a paper mill, where they are made into pulp.

Who knows — maybe Bird & Son are the ones who will transform this pulp into another pretty looking Chandler French Room box! Or a Baker-Leed's Qualicraft box! Or a box for Burt's Stylepride!

All Bird shoe boxes are manufactured at the No. 2 Box Shop in

East Walpole, Mass. John J. Burke is General Superintendent of the East Walpole Division and R. L. Tupper is Superintendent of No. 2 Box Shop. Distribution of Bird boxes is handled through the Carton Sales Division, Roy M. Springer, Sales Manager.





It doesn't look much like a hospital, locker room, foremen's room, and machine room — this newest construction at the Roofing Plant. They tell us, however, this building next to the Office will be completed in a very short time. Note crane at left reaching over roof to lift beams.

New Construction Under Way

"FIVE million dollars for new construction in 1949 . . ." says the Annual Report.

First you see a huge crane at Norwood Roofing swinging around I beams as a new building goes together. Then there appears another crane — this time at East Walpole. The crane is actually a pile driver, driving great H beams into the ground for building foundations. You picked up the February REVIEW, turned over a couple of pages and there was Mr. Anderson wielding a ceremonial shovel down at Shreveport. That was the ground-breaking for a new felt mill down there.

Norwood Roofing, East Walpole, Shreveport — at all three places, major construction work is going on.

Norwood Roofing's latest project is a new two-story building which will add considerable manufacturing space. In this building also will be the new hospital, washrooms, a locker room big enough for every employee in the plant, and the foremen's room. And there's more on the drawing-boards that isn't started yet. Vappi Construction Co. has the building contract.

Big Job at East Walpole

At East Walpole there is going to be a lot more electric power available when the construction is done a year from now. The steel piling will sup-

port a new building to house an additional high-capacity, high voltage turbine. This will be located east of the present turbine room. There will also be a new boiler — in a building just beyond the East Walpole chimney — to make steam to run the turbine, for the drying cylinders on the paper machines, for the Norwood plants, and for general heating. Both the steam and electricity will serve to meet the plant's increased demand for steam and power. The Rust Engineering Company, which is building the new felt mill at Shreveport, is also doing the construction work at East Walpole.

The reason for this big investment in modernization and plant improvement is not hard to find. In the March REVIEW management said, "We intend to keep up in the procession."

As these jobs progress the REVIEW will keep you posted.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of May and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
Fannie Murphy	5-1-86	Retired	63
Harry L. Tower	5-12-01	Retired	48
Patrick Reardon	5-7-07	Retired	42

Paul Kruchas	5-20-07	Roofing Plant	42
Hermion Waukonen	5-1-09	Flooring Plant	40
Johannes A. Gottberg	5-16-09	Maintenance	40
Frank R. Meyer	5-24-09	No. 1 Box Shop	40
Mike Minkevics	5-4-10	No. 1 Box Shop	39
Pasquale Sansone	5-4-10	Flooring Plant	39
Adolph Utorka	5-31-11	No. 1 Box Shop	38
John Wosner	5-23-12	Roofing Plant	37
Helena White	5-8-13	Office	36
A. H. Brooker	5-15-15	Retired	34
Michael Connors	5-1-16	Paper Mill	33
James Lasky	5-9-16	Retired	33
Michael Novick	5-16-16	Paper Mill	33
Wesley A. Beaulieu	5-14-17	Office	32
Peter Rukstalis	5-29-17	Paper Mill	32
Nicolantonio Puopolo	5-31-17	Flooring Plant	32
Lewis Kozak	5-1-18	No. 1 Box Shop	31
Axel H. Anderson	5-1-18	President	31
Winifred Rhind	5-6-18	Office	31
Martin Flaherty	5-9-18	Paper Mill	31
William J. Ivatts	5-28-18	Maintenance	31
Thomas Foley	5-31-18	Retired	31
Joseph Wasalunas	5-2-19	No. 1 Box Shop	30
Stanley Palleiko	5-20-19	No. 1 Box Shop	30
Joseph J. Truskauski	5-21-19	No. 1 Box Shop	30
Euplio Puopolo	5-3-20	No. 2 Box Shop	29
Stephen Surkont	5-7-20	Flooring Plant	29
Frank Armukevich	5-19-20	Flooring Plant	29
Anisim P. Nikituk	5-20-20	Finishing Mill	29
Arthur W. Mellin	5-25-20	Office	29
B. H. Bailey	5-31-21	Flooring Laboratory	28
Clarence G. Hagman	5-12-22	Flooring Plant	27
John DeFlaminis	5-15-22	Retired	27
Thomas F. Bannon	5-22-22	Maintenance	27
Frank V. G. Heinonan	5-24-22	Retired	27
Adam Sidlauskas	5-31-22	Flooring Plant	27
Jeremiah Collins	5-1-23	Power & Steam	26
Samuel Dunn	5-2-23	Power & Steam	26
John Kacinauskas	5-8-23	Paper Mill	26
Albert S. Hayward	5-12-23	Flooring Plant	26
Martin F. Connolly	5-18-23	No. 1 Box Shop	26
Oreste Saraca	5-19-23	Retired	26
Mary Stone Nevias	5-1-24	Office	25
Coleman J. Foley	5-5-24	Roofing Plant	25
Melvin J. White	5-16-24	No. 1 Box Shop	25
Julian Borowko	5-1-29	Maintenance	20
Frank J. Laciwita	5-20-29	No. 2 Box Shop	20
Raphael Patinsky	5-20-29	Power & Steam	20
Berta Kugel	5-24-29	No. 2 Box Shop	20
John Medailleu	5-1-34	Maintenance	15
Charles W. Cobb	5-14-34	Flooring Plant	15
Augustus D. Smith	5-14-34	No. 2 Box Shop	15
Joseph Kalkavich	5-18-34	No. 2 Box Shop	15
Alexander J. Balnis	5-21-34	No. 1 Box Shop	15
Michael Moses, Jr.	5-21-34	No. 2 Box Shop	15
Louis H. DeBaggis	5-22-34	Roofing Plant	15
Nicholas F. Santoro	5-22-34	Roofing Plant	15
Joseph P. Rukstalis	5-23-34	Flooring Plant	15
Howard C. Bearce	5-23-34	Roofing Plant	15
Jack Holliday	5-1-39	Power & Steam	10
Elmer R. Conant	5-3-39	Flooring Plant	10
Henry W. King	5-8-39	Flooring Plant	10
Patrick O'Donnell	5-12-39	Roofing Plant	10
Richard H. Ellis	5-15-39	Flooring Plant	10
Joseph A. Pidzewicz	5-15-39	Roofing Plant	10
Lester J. Tarbell	5-23-39	Paper Division	10
John Alexandrowicz	5-24-39	Flooring Plant	10
George W. Parsons	5-22-44	Roofing Plant	5
Mary Zinni	5-22-44	Office	5

PHILLIPSDALE

Serafim Moreira	5-22-17	Plant	32
John R. Medeiros	5-3-18	Plant	31
George Hawley	5-3-18	Retired	31
John S. Vargas	5-26-22	Plant	27
Stephen Baron	5-12-23	Plant	26
Manuel M. Avila	5-16-24	Plant	25
Charles F. Sinnert	5-7-29	Plant	20
Clements Justynski	5-1-34	Plant	15
Raymond A. Chappell	5-22-34	Plant	15
Sebastian Oliveria	5-23-44	Plant	5

CHICAGO

William E. Eby	5-29-19	Plant	30
Lawrence Howell	5-3-20	Plant	29
Harold W. Altman	5-21-23	Office	26
Harry Jansen	5-26-24	Plant	25
James B. Scott	5-31-29	Plant	20
Julius V. Cozzi	5-17-34	Plant	15
Jeff Reed	5-27-44	Plant	5

SHREVEPORT

Durrett Oliver	5-30-39	Plant	10
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BERRY ASPHALT COMPANY

Sidney Weems	5-1-34	Plant	15
C. T. Rollings	5-1-34	Plant	15
Alvis Giles	5-14-39	Plant	10
I. P. Hart, Jr.	5-3-44	Plant	5

Job Security

Last summer there were about 61,600,000 people at work in the United States. The latest available figures show about 58,000,000 working now, with about 3,500,000 to 4,000,000 unemployed. It always makes us uneasy when we see figures like this. We wonder if the situation is going to get worse, if jobs at Bird & Son will be affected.

While it is true that we show a drop from our peak employment of last summer — while it is true that we laid off temporary workers and a few with seniority ratings at the Norwood Roofing Plant last fall — it is also true that we have already called back everyone at that plant who held any seniority, and a number of additional people as well. While it is true that our Felt Mill and all our Roofing Plants suffered some slow periods during the winter, they are now all back on a substantially better operating schedule again. It is our hope that business will hold up well enough during the coming months to permit that schedule to continue.

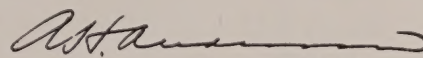
Fully as important as this picture of the outside, general business conditions is the situation *inside* all our plants. I mean the attitude, the spirit of co-operation from and among every last one of us. That's the thing that can best lick short time and lay offs in our mills. We've seen it work in the past. We'll have a chance to prove it can work again in the competitive years ahead.

Co-operation in our sales divisions means extra-hard plugging, day by day, to sell *our* products in competition with dozens of others now equally available on the

market. In the plants co-operation means putting in a fair day's work, *every* day; doing your job effectively and conscientiously; guarding against waste of either time or materials; and building Bird quality into every shingle, every fibre box and every yard of floor covering — in fact, into every product we manufacture.

Co-operation from the laboratories and research division means maintaining the quality of our products and at the same time developing new formulas, new techniques and new products which keep our costs down and our sales up. Co-operation in the engineering and mechanical divisions means keeping our equipment in the best of condition and modernizing it to keep production high and costs low. And co-operation in our office divisions means doing the job efficiently and conscientiously, trying as you go along to think up ways of doing it better.

Understand me. I'm not saying that we don't have co-operation now. We have always had it to a high degree. That's one deep-down reason for our past success. What I am saying is that 1949 is a year that's going to call for a continuation of it, for more of the same in larger doses. It's not a year when we can sit back and wait for business to come our way. We've got to dig for it. But as long as we continue to work together like a good ball team, each one doing his part, in the long run we cannot help but go forward.


President

Trapped By Woods Fire

TWO Walpole men feel mighty lucky today to be walking around alive. Richard Sprague, Machinist at the East Walpole Maintenance Department, and Harley Bowden, East Walpole painter, whose wife works at the Billing Department, were trapped behind a wall of fire while fighting a severe woods fire on Monday, March 28th. An unusually high wind fanned the flames and gave the fire departments of Walpole and Sharon a bad time for a few hours. A crew of twenty men from the State Conservation Service also helped fight the fire.

The accident to Sprague and Bowden happened shortly after the Walpole crew had arrived at Moose Hill Road and laid the hose, hoping to keep the fire from jumping the road. The wind was driving the fire towards them at great speed. Suddenly, a heavy gust threw a circle of flame almost completely surrounding the fighters. All were able to escape except Bowden and Sprague, and Sprague being trapped near the edge of the fire ran through the flames to safety. Bowden became completely surrounded and found the only thing to do was to lie in the gutter burying

his face in a felt hat and throwing dirt over his clothes to keep them from burning. The tar road, absorbing the heat of the flames, became too hot for him to seek safety there. His clothing caught fire several times and he had to beat it out with his hands as best he could. He was rescued by the other men as soon as the flames had died down enough for them to reach him. Both men received first degree burns about the face and arms and were treated at the Norwood Hospital. Sprague was only out of work one day but Bowden was confined to his bed and home for more than a week.

Your Retirement Trust

WE present here the first Annual Report figures of the Bird & Son, inc. Retirement Trust for Employees.

As you know, this Trust Fund is handled by the Merchants National Bank of Boston. Like any trustee, they made a financial report at the end of the year. The figures we present here are taken directly from this

report, condensed and explained for your information. The original report is on file at the Bird & Son Treasurer's Office at East Walpole.

Each year from now on we will publish in the REVIEW columns the figures which show how the Trust Fund has been handled in the year just past.

Here is the story for 1948:

Money Taken In:

Contributions from Bird & Son, inc. and Berry Asphalt Company	\$828,097.99
Interest and dividends on money invested by the Trust	4,952.68
From Massachusetts Mutual Life Insurance Company — refund of cash value of life insurance on employees who left the company before retirement age	317.15
	\$ 833,367.82

Money Paid Out or Invested:

Money invested in securities	\$584,386.27
Money invested in life insurance	151,572.15
Money paid or payable to employees who left Bird & Son before retirement age	4,636.37
Money paid or payable to retired employees	1,911.38
Death benefits paid to beneficiaries direct from Trust	1,439.48
Paid to Merchants National Bank — Trustee — for services	689.22
	744,634.87
Cash on hand December 31, 1948	\$ 88,732.95

Total life insurance in force January 31, 1948	\$4,230,805.00
(This is the insurance purchased by the \$151,572.15 shown above as money invested in life insurance.)	
Cash surrender value of life insurance in force as of January 31, 1948	67,079.64
Total death benefits paid from life insurance in 1948	20,284.00

E. M. B. A. Pays Off Checks Sent April 1

APRIL first is traditionally the day when you have to look sharp or someone will pull a fast one on you. You usually get stuck at least once looking for the gloves you didn't drop. It was no April Fool's Day joke, however, when the EMBA on April 1st sent out those final checks to all former members. They were the real McCoy and paid off handsomely, particularly to those who had accumulated many years of membership.

As announced in an earlier issue of the REVIEW, the remaining assets of the Benefit Association (which stopped functioning in August 1947) were to be divided among all belonging to the association on August 8, 1947. The unit value of each share turned out to be 18 cents and 95 mills per month of membership. The smallest check was for 38 cents — evidently somebody joined in June, 1947. The biggest check was for \$109.34 — to a long service employee. Payments at this time to former members totalled \$74,005.99.

With the payment of the last check, the EMBA officially went out of existence after serving more than a generation of Bird employees. Its place is taken today by the new Co-operative Group Insurance Plan.



J. E. Reilly, Western Division Salesman, and his sparkling bride. The young couple were married in Des Moines, Iowa, on March 1.

We Are All on the Sales Force



An "orchid" in business is the repeat order. It means the customer likes our product, our service and our business manners. Good public relations is part of everyone's job.

IT'S UP TO ALL OF US!



Everything we do or say improves or destroys public confidence in us. Our business and our jobs depend upon public confidence. Good public relations is part of everyone's job.

IT'S UP TO ALL OF US!



People like to trade where they receive courteous, prompt, dependable attention. Bad business manners result in bad business. Building good public relations is part of everyone's job...

IT'S UP TO ALL OF US!



Smiles work for us. They attract people, they win customers, they help sales. Frowns work for our competitors. They drive customers away. Building good public relations is part of everyone's job.

IT'S UP TO ALL OF US!

"It's Up to All of Us!" series courtesy of the Sheldon-Claire Co.

DID you think the only Bird salesmen were the boys who travel for the company equipped with samples, sales catalogs, and order blanks? Think again.

YOU help sell Bird products every day you help turn out quality Roofing, Flooring or Paper Products. That rug or that shingle or that fibre box eventually reaches some customer. He judges Bird & Son by it. If it's good, he will buy Bird products again. If it isn't — ?

YOU help sell Bird & Son every time you answer the telephone. Your courtesy and good phone manners invite that person to call again and you

never know, he might be the one who could turn thousands of dollars worth of business our way.

YOU sell for Bird & Son every time you write a letter for the company — every time you drive to and from work, every time you meet the public either on the job or off of it in any situation where you are known and recognized as a Bird & Son worker.

At that moment, YOU represent the company. Those who see you get an impression, good or bad. At the moment, that is their impression of Bird & Son. It's good business to have the company talked about favorably. It's bad business — for all of us

— when the company is talked about unfavorably.

That's the message on the four recent posters which you've been seeing on the bulletin boards. The only indispensable people in our organization are our customers. When they are gone, our business and our jobs are gone too. Since almost anybody we may meet may at sometime be a purchaser of a Bird product, it's a pretty good idea to keep this public relations business in mind all the time. Treat the other guy as you'd like to be treated if you were in his shoes, and as if he were about to place a \$10,000.00 order.

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM

HARRIET PHALEN
MARJORIE PYNE
DOROTHY McEENEY
JULIA LEWIS

Catherine Dowdie, our teletype operator, is now driving around in a nice new Plymouth. Watch out, Cape Cod! Catherine will really burn up those old roads this summer!

Peg Corcoran is another new car owner. Lucky girl with that sharp new '49 Chevrolet!

Merle Belcher of the Personnel Department has temporarily taken over as head of Stenographic Department while Evelyn Wadleigh is on the sick list. Latest reports are that Evelyn is home from the hospital and is coming along nicely.

Elaine Monteith and Marion Seastrand of Stenographic spent a few days' vacation recently in New York City.

We welcome Yvonne Hayes of Sharon High School as a part-time worker in Stenographic.

Mary Blazonis of the Mail Room is driving around in her newly acquired '41 Ford.

Three more new girls working part-time after school are Anna Ippoliti from Norwood, Louise Hanscom of East Walpole and Grethe Storkfelt of Sharon. Anna and Louise are in Statistical, and Grethe in Billing.

Edythe McMullin found this note on her desk the day after payday: "I found your \$5.00 in the waste basket. The next time watch where you put your money."

(signed) Janitor Santo Damico,
Thank you.

P. S. The next time your money is going to go to the beaters."

Annabel Cobb is recovering nicely from her appendix operation and hopes to be back to work by the time the REVIEW is out.

Peter Walker Dempsey is being proudly perambulated along the sidewalks of Norwood these spring days by his mother, Eleanor Carlson Dempsey. Peter arrived March 14.

Dr. R. W. Bourke, company physician, and Creighton Hill, Director of Personnel, both are sporting new-to-them cars. In fact, the cars are not only new-to-them, but they are hot off the 1949 assembly line. Dr. Bourke's sweet chariot is a blue Cadillac club coupe. Mr. Hill has his customarily classy Buick convertible, a black one this time.

Julia Kucab is taking a short leave of absence to visit friends in Maryland.

The girls in Accounting enjoyed a delicious dinner at Ma Glockner's in Bellingham one evening recently. The fare for the fair was "frahd" chicken.

Mason Clark of East Walpole is welcomed to Office Stores.

Merle Belcher has fallen victim to the spring car fever too and turned in her '46 Chrysler for a beautiful Nile green '49 DeSoto.

John Andrews has moved from the Accounting Department to Purchasing and Traffic. He has been with the company since 1927, most of that time in cost accounting work.



It was congratulations and a beautiful wrist-watch, appropriately inscribed, for Marshall Lee on March 11, his 25th anniversary with Bird & Son. The whole department joined in the ceremony which Marshall is obviously enjoying. C. H. Andrews is making the presentation. Others who are identifiable in the picture are: Anna White, Harriet Phalen, Jane Newman, J. B. Maguire, H. R. Bonnyman, R. M. Wiggin, Eleanor Morse, Concetta Marzuolo, Dorothy Walsh, Charles Hall, Dorothy Gahagan, Benjamin Beale, Pauline Rafuse, Anne Walukevich, Irene Ippoliti, E. P. Readell, Anne Smith, E. B. Holmes and Agnes Hefferan

Ruth and Harvey Perkins drove to New York the first week-end in April, celebrating their first wedding anniversary.

Congratulations to Frank Lantier, Roofing Representative on Long Island and Metropolitan New York. He was recently re-elected as trustee (a town official) for a two-year term in Williston Park, Long Island.

A. W. Smith and John McDougall, Secretary and Vice President of the Bird Club respectively, attended the 5th Annual Southeastern Industrial Recreation Conference at Asheville, North Carolina, the first of April. Al Smith was a member of a panel which discussed the subject, "How to Promote Participation," at one of the Saturday morning sessions. Our two delegates stayed at the George Vanderbilt Hotel in Asheville, which they tell us is located in a very beautiful spot surrounded by mountains.

The night before they turned in Horace, they sat and wrote notes to leave in the glove compartment for his next owner, asking him to be kind to the old fellow. So Grace Munroe and Eleanor Garland bade farewell to their '36 Dodge coupe (Horace) and can now be seen — if anyone's looking — tooting along in a '41 Olds. The new car's name is Howie — "how we going to pay for him?"

William Walker has joined the ranks of the Building Materials Division. This move, made in March, takes Bill back into sales work again. For the past three years he has been in the Treasury Department, and before that had been for several years in the Sales Division.

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	DOMENIC MCKENZIE
FRANK NYBORN	JACK HOLLIDAY
GEORGE LAMORE	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINNETTE PETRONI
EDWARD POWER	

Television fan? See Earle Davis. He built his own set and likes it so much he has little time left for square dancing.

We were sorry to hear that John Seastrand was in the hospital and hope he has a speedy recovery.

Kimble McEwen is the proud owner of a 1949 Chevrolet sedan.

Louis George and Richard Swenson are two new employees who are welcomed to the Paper Mill.

Jack Holliday says it's three of a kind, now that Kathleen Jo has made her appearance. There's variety among those three little girls of his though. One is a blonde, one a brunette, and one a redhead.

Whistles from the men and sighs of envy from the girls greeted Carolyn Delaney as she stepped out of the office for a theater date in town. Noted for her charming appearance always, Carolyn really knocked them for a loop with that Lily Dache hat. It was a pink straw creation — hat is too common a word for it. Rising from this pink confection was a tall white feather and floating out around it all like a

sea-green mist was the most ethereal of veils. Woof, woof!

Arthur Chamberlain, who works on No. 5 Paper Machine, is so enthusiastic a hockey fan that he drove to Berlin, N. H., and back one week-end to see the Dedham Demons play a game up in the North Country.

NO. 1 BOX SHOP

JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEW

FRANCES FAHEY
EDWARD PADUCK
HENRY JOHNSON



Henry Doudie said he had beautiful weather crossing the Atlantic this past February, on his way back from Scotland. Here he is homeward bound on the "Queen Elizabeth."

Henry Doudie is back to work in the Shipping Dept. after a most enjoyable vacation spent at his old home in Scotland. He sailed from New York on the "Britannic," December 15, and landed in Liverpool, England, December 23, two days before Christmas. After an overnight train ride he reached his destination, Bo'ness, Scotland. It was Christmas Eve and he had not been home for Christmas for twenty-six years. It was a very happy time being home again with mother, father, sisters and brother, who were overjoyed at having him with them.

Henry saw a considerable change in the old town since he was there last. Many new houses are being built and as far as he could see they were doing more building over there than they are here. All the houses are modern, having all the latest improvements. The people in Scotland seem to be very happy, considering all they have gone through, Henry says.

Visits Walpole Relatives

On a trip to Aberdeen he visited Charles Mutch's mother, his sister, Mrs. Brown, and her husband, who used to work on No. 4 Machine, Corrugated Dept. While in Aberdeen he also visited Bill Urquhart's father, who looks wonderful. He is eighty-six years young and still going strong.

Henry also went to Perth and visited Louisa Graham's aunt, who is an old lady and was anxious to hear about the Graham family. In Glasgow Henry saw Sam Hunter's sister-in-law and Bill McLaughlin's sister-in-law. Henry had a wonderful time visiting all the folks he had promised to see and they were all very kind to him.

His Own Family

Most of his time Henry spent with his mother and father. As he explains, "They are getting along in years." His dad is seventy-five and still working in the coal mines where he has been working for sixty-three years. His mother and sister, Isabel, wish to be remembered to the friends they made in East Walpole and Norwood during their visit here in 1934.

Acts as Guide

Henry had the good fortune of meeting Mr. and Mrs. Bernard Hale (Gertrude Brady, formerly of the Main Office), who were touring Europe. Henry and his sister showed them all the places of interest in Edinburgh and Glasgow. Henry remarked it was nice to see someone from East Walpole!

Trip Home

On February 9, Henry left Edinburgh for London, the beginning of the journey back to the United States. On a sight-seeing tour through London, Henry observed that things were getting fairly well cleaned up after the damage from bombing. At Southampton on February 11 he boarded the "Queen Elizabeth" and enjoyed a grand ocean voyage with perfect weather, arriving back here February 11.

* * *

Ramona (Mona) Chicoine is taking over the job of REVIEW correspondent from Barbara Green. Welcome, Mona!

We all miss Barbara Green in her old department and wish her luck with her new job in the Shipping Office.

Have you seen Louise Conti recently? She looks fine and we think her new job must agree with her.

House to Let

In Walpole, $\frac{3}{4}$ mile from Center. Call Walpole 483-M for details.

For Sale

One 3 Burner Cabinet Perfection Oil Cook Stove. See F. R. Meyer, FXP



Rct. Walter McGrath, lately Messenger Boy at East Walpole, is with an Infantry Division at Ft. Dix, N. J., and writes of things like tetanus shots, saluting exercises, and pushups and KP. Sound familiar? Wally looks as though the life is agreeing with him, however.

NO. 2 BOX SHOP

ELNA GOTTBERG
A. D. SMITH

JOHN MCGRATH
BERTA KUGEL

BARBARA COYNE

Congratulations to Josephine Rose, who completes fifteen years of service with the firm, and to Clemens Kaseter who completes thirty-three years of faithful service during the month of April.

Carl Wenstrom is the owner of a new Pontiac.

Dick Walker had a bit of misfortune recently. He got his two front "Sunday-Go-To-Meeting" teeth knocked out in an auto mishap and also suffered a jaw fracture. He's coming along all right now and expects the dentist will soon have him fixed up good as new.

We have two new Inspectors, Anne O'Brien and Leona Paquette, and wish them a long and pleasant stay here.

Alma Walsh is recovering nicely from a recent operation. Also on the sick list have been Arthur Kennedy and Anne Skunes.

We were sorry to learn of the death of Arthur Hassler's father in Norfolk. Mr. Hassler was in his 83rd year.

Boyden Barrett now drives a 1946 Ford acquired last month.

Primo Ciancarelli became so interested in his job the other day that he kept right on working when his 11:30 lunch hour arrived — or maybe it was just Spring Fever.

That half-ton Ford canopy pickup truck with the green paint job seen daily in the parking lot does not belong to the N. Y., N. H. & Hartford Railroad. It is a creation of Raymond "Jake" Dyer.

Welcomed back to the Flower Pot Department are two former workers: Edna MacCallum and Lena Flood.

Anne Kelter and Barbara Coyne have both had operations. We wish them a quick recovery.

Does anybody want an Irish Setter puppy? Leo Sears has ten of 'em!



The Dickens Room of Boston's famous Parker House was the scene in February of the golden anniversary celebration for Mr. and Mrs. Karl H. Olsen, pictured here. Eighteen children and grandchildren gathered to do them honor. After his retirement from Bird & Son last summer, Mr. Olsen and his wife took a trip to Norway. He had not been back to his birthplace for forty-five years.

Three No. 2 Box Shop foremen have blossomed out with new vintage automobiles. Guy Hoyt and A. T. Dixon are both driving new-to-them cars, and Bob Patterson is the proud owner of a new Pontiac.

Letter From Auburn

Guy Houghton, Auburn Set-Up Station, to Roy Springer, East Walpole.

Several times we have been invited to contribute an article regarding Auburn to the NEPONSET REVIEW. Up to this time there has not been much to write about, but in the last twenty-four hours things have happened that should be brought to light.

First of all I should tell you that I have been cribbage champion in the State of Maine ever since the game was invented. Last evening, one Bob McLaughlan, Bird's supermechanic, arrived in town. Having seen the "Perils of Pauline" as a child, he had nothing in mind to do. Of course, when he asked if there were any cribbage players in town, I told him he was talking to the champion of Maine. Out of the bigness of my heart I invited him for a set-to. To make a long story short, Bob trimmed me fourteen games to five, and left my home with the championship under his arm.

My wife returned soon after he left from the parent-teachers meeting and found me in a daze. She tried her best to console me in the loss of my laurels, but to no avail. After a while I snapped out of this stupor, for I suddenly realized I was sitting back to a mirror. I asked my wife to sit in a hand of cribbage, with her sitting in the chair I had been using. Sure enough, I could read her cards like an open book.

I remembered then how strange it seemed to me that Bob always looked upward each time he opened a new hand. I had been under the impression that this was a way the Scotch had of praying, like a fighter before each bout.

Well, he sure beat me, but I would like to take this opportunity to challenge any man, woman or child that he might talk to about this, to a game of cribbage without mirrors of any kind!

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

Tony Vila Boa is leaving for a four-month trip to Portugal late in April.

Laboratory Assistant Forrest Clark became a happily married man when he and Marilyn Morse of Holliston said "I do", April 2. Congratulations to the new bride and groom.

After being elected to the office of Trustee of Medfield Town Library, our Charlie Clark breaks out with chicken-pox. At least he should have plenty of reading matter!

Our Roofing Plant is taking on the new look—our new building is the point of keen interest. The huge crane and the skilled workmen fixing each girder in place have given the boys something new to watch the past few weeks.

Here's a new angle on the fish story—"one that got away."

Late in February Charlie Brown strolled down to the Stoughton Sportsmen's Club Pool. Seeing some trout he decided to throw some hamburger upon the thin coating of ice. The hungry fish, so he claims, broke through the ice with their snouts and grabbed the hamburger. He also says that they jumped as much as two feet into the air. He also saw small white flies at the other end of the pool, (we suspect that they were snow flurries!) He claims to have witnesses to the incident, but we dunno. . . .

If you want to have the term "an aching void" clarified, you might ask Stanley Phillips. He has come (to his sorrow) to know its meaning intimately since Frank Carchedi was rushed off on the morning of March 10 to the Norwood Hospital for an emergency appendectomy.

We all find it difficult to get along without Frank. He's always busy but never so busy he can't find time to be obliging, helpful, friendly and pleasant to everyone. We look for him to

be back soon, as well as ever. Meanwhile, our thanks to Salme Wallace, who has been very capably filling in for Frank during his absence.

Another tourist who will be leaving for a month is Arthur Blakeney, who is going to San Francisco.

John Morrison and his wife are receiving congratulations on a newly arrived baby girl, their first.

Norman Greene of our Storeroom suffered a knee injury in a skiing accident. It has not hindered his athletic ambitions, for even though spring is definitely here, he has hopes of one more snow storm before it's time to go swimming again.

Fred Stahnke has now taken up the production of honey. He already has a few hives going and expects to go into the business on a large scale. Don't forget us, Fred, when you start reaping the harvest.

Stan Phillips' house seems to be shaping up very fast now and soon we'll all be ready for the gala house-warming.

With spring in the air when a young man's fancy turns—so does that of the two Andrew Boys. Siggy and MacDavitt have joined the ranks of the new home builders.

New Chevrolets are now being sported by Roy Walton and Al Kazlousky.

Needing more room to raise rabbits for his act, our magician, Uuno Wiik, purchased a home on Casey Street, Norwood, and moved his family and tricks there.

Safety Winner

Congratulations to the Norwood Roofing Plant for winning first place in its class for the months of February and March in the Massachusetts Safety Contest! This plant had been in fifth place in January.



Edward Paduck, who works at No. 1 Box Shop, rescues the colors from the burning VFW head-quarters in Norwood. Ed is commander of the post, which lost many valuables in this fire, although their building was not destroyed. Since the fire in March, plans are under way for restoring the building.

(Courtesy Norwood Messenger)



On March 30, Dave Fleming completed fifteen years with Bird & Son. At his party are: Dorothy Dargan, Mr. Fleming, Mary Driscoll, George Smith, W. R. Wright, Jr., Harry Dresser, John Hutchins, Michael DiMarzo and Albert St. Cyr. The affair was complete with a fifteen-candle anniversary cake, flowers on the table, and a present of pipe and tobacco pouch.

The uptrend of business has brought back many familiar faces to the plant, including Abel Michael and Francis Reynolds to yard crew.

About this time last year the Roofing Foremen came out with new Sears special spring fashion straw hats and we must say that they were pretty sharp looking. We are anxiously waiting for them again this year.

Ray Call, Assistant Foreman of Maintenance, is justly proud of his new granddaughter, born at the Norwood Hospital on March 21.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY
RICHARD ELLIS
JAMES CONNOLLY
CHARLES COBB
CHARLES NOVICK

DOROTHY HAWES
M. MULVEHILL
CLARENCE PHILLIPS
JOHN GROVER
RUSSELL RICHALL

Elmer Conant passed out cigars on March 11. It's an eight-pound boy named Paul.

Ira Gray of the Research Lab now graces the parking area in his new pea-green convertible Chevrolet. 'Tis indeed a beauty.

William Simmons is once again a proud daddy.

Captain Stan Hayward of Wosner's Wallopers has issued a challenge to all softball teams. If this challenge is accepted, softball will be set back fifteen years, we fear.

Patty Haste of the Lab Office did a specialty number in a St. Patty's Day show at Bird School Hall. Patricia was ably assisted by her sister Janet and the combination enjoyed the plaudits of the crowd.

Twenty-one years ago the crew on the Flooring Waxed included Clyde Bennett, Elton Moore, Claude Smith, Stanley Blackmer and Stuart Farris. Twenty-one years later — 1949 — they were all still with Bird & Son.

More proud new fathers: Mike Shea and Terrence Kelly, both of whom have boys, and Carlton Rafuse, who has a daughter.

WANTED! ONE GOOD PITCH PLAYER. Someone to keep Buck Fraser from going in the hole. The last man who tried was Joe Trudeau.

New television owners are Ronald Lewis, Vincent Rondinelli and Tony Auretto. "Frank" Buck Fraser won a set so he doesn't have to buy one. Their comments — "not bad."

We are pleased to welcome back to the Shipping Dept. Jim MacLellan, Ed Mucinskas, Bill Cooney, Wilmer Comstock, Bob Worthington and Martin O'Brien. We missed these boys during the slack period.

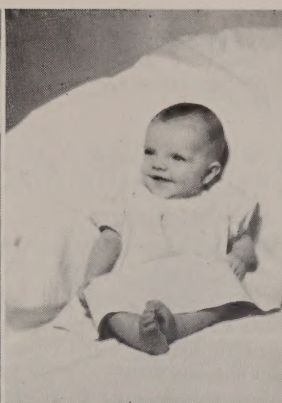
Clarence Young has turned over his duties of REVIEW correspondent to John Grover. So give John your news on cars, vacations, babies, etc., the same as you've been doing to Clarence in the past.

It may seem hard to believe, but Bill Smith, the Handyman, by his own admission rigged up a light in the basement of his new home and got a short circuit in his water system! Anyone who desires further details, ask Smitty for the particulars.

Fred Baker and Patsy Vasaturo no sooner returned to work after being out sick for some time, than Bud Rose and Ed Matola took their places.

An addition to Charles Mills's family is baby Deborah Ann. Charlie survived the ordeal better than some of his surprised fellow workers.

Gup Fillmore has joined the "new car" drivers.



A sextet hard to beat — six cute Bird babies. In the first picture are two-year old Ann Marie and 11-months old Albert, two children of Fred Galano, who works at No. 4 Paper Machine. Next we have Linda Ellen Perkins, 5-months old granddaughter of Vincent Despinosa of No. 1 Box Shop. Last in the line, but certainly not least, Ronald Earle Murray, son of Ronald Murray of the Floor Covering Finishing Room, and grandson of Herman Nordstrom, East Walpole Watchman.

John Conroy Stone, Jr., was born March 22, weighing in at 7 lbs., 1 oz., at the Norwood Hospital. His father works on the print machines.

We extend our sympathy to Henry Marden on the death of his father.

Those young men possessing athletic prowess at Flooring are lightly turning from ping pong paddles to the softball diamond. Among the topnotch candidates for the chiropractor are Larry Hewins, ace hurler and slugger, and Andy Jacobsen, who is already experienced at catching fowls. Drug stores in this area report a big increase in the sale of liniment.

Steve Wilson is indeed a happy man. Stevie recently had his reservations confirmed on the Cunard liner "Britannic." With his son Jackie, aged 12, he is planning to sail for his native Scotland in July. They will stay with his parents and other kin in Glasgow. Steve has been away twenty years and intends to renew auld acquaintances in his three months' visit.

Bob "Lucky" Grover attended the opening of the Lincoln Downs race track in Rhode Island. Bob says they can close it now as he left a few "Lincolns" down there himself.

We welcome Francis Kenefick and Bernard Whidden to the print machines. Hope your stay is a pleasant one.

Frank Sutherland was spotted the other Friday after work driving around for his weekend shopping in a particularly classy new Hudson. In fact we almost missed Frank for staring at the two-toned tonneau of his new car.

We were sorry to hear that Bill Riley's sister passed away.

Russ Webber and Joe Flaherty spent a week in New York where they took in the St. Patrick's Day parade.

On March 21, Jim Bunker, Shipping Foreman, celebrated his fiftieth birthday. Union members of the department noted the day by presenting him with a billfold containing a 50-dollar bill. Unfortunately Jim was ill at home on that day, so a delegation from the union made the presentation at his home.

Al Hayward, disappointed at not being able to obtain a Tucker auto did the next best thing. He bought a Ford and took the center circle out of the radiator grill and installed a third headlight. The light is connected to the steering tie rods so that it turns with the front wheels. Now Al says he can see around corners.

Below — Diane and Donald, twins of George Grover of the Flooring Shipping Department, who were one year old on March 7th.



We welcome Louis Rota back to work after a long siege of illness.

Tony Auretto is awaiting the arrival of his racing greyhounds, which have just completed a successful winter meet in Florida. Any connection between this and his new television set?

Larry Hewins and Bernie DeSavage have been patiently awaiting warm weather so they can start for the Canal in search of stripers. Flooring's "fishingest" soul, Bill Mark, however, has already endured his first shutout down at the Canal early in April.

Russell Mattson of Shipping was married April 2nd to Dorothy Hoyt, daughter of Guy Hoyt of No. 2 Box Shop. Our congratulations to all concerned.

Domenic Bright had trouble getting used to the idea of owning his own car. (This was his first one.) He was seen several times the first week, walking out as far as the gatehouse before remembering he had left his keys in his locker. Billy Troilo recommended that Domenic buy a combination lock, but Domenic says with his bad memory he would forget the combination and would rather walk back to his locker than all the way home.

Ed Marvelli has finally released the information we've all been expecting. Saturday March 26, an engagement party was given at the Marvelli home in Sharon in honor of the coming marriage of Eddy and Barbara Ann Sword of Norwood. We all wish you both the best of luck.

NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA GEORGE, VIRGINIA O'BRIEN, LAWRENCE PETERSON

Thirty Years With Bird & Son

ON March 11, Joseph Blosky, Foreman of the Blowing Department, completed thirty years' service with Bird & Son at the Chicago Plant. Joe Blosky came here in 1919 to work as a Pipefitter and after a few years was transferred into the Blowing Department. He literally grew up with the plant.

Many times Mr. Bird has spoken of Joe Blosky in talking of his years in the Chicago Plant. Joe was in on the installation of most of the Blowing and Still Room construction and has been largely responsible for the design and construction of many of the sections.

When March 11 came around Joe's anniversary was ignored. This was no oversight because on March 17 a surprise party was planned at the Nantucket Restaurant. The 17th came and a dinner was held. Frank Reynolds, Director of Research, was guest speaker. After the evening's business was over, Joe Blosky was presented with a traveling case as a token of his thirty years of service with the company. Erich Gach, himself an oldtimer here, spoke a few words and recalled how in 1917 both he and Joe traveled on the same boat

coming over to the United States — Erich on the top deck as a steward and Joe in the boiler room as a fireman. Their paths did not cross again until two years later when they both went to work at the Chicago Plant of Bird & Son.

Erich brought along to the dinner an example of one of Joe's hobbies, a violin Joe had made entirely without blueprints or plans other than what was in his own head. The violin is a masterpiece of workmanship and it is hard to see how a man with hands as large as Joe's could make such a delicate instrument. Erich says the violin sounds as beautiful as it looks.

Joe has several other hobbies. He has one of the loveliest flower beds on the South Side. Last summer he had several thousand flowers surrounding his house at 112th and Campbell. Joe has also done some fine work as an amateur photographer.

Congratulations to you, Joe, on your fine record!

Final Round in Chicago League

AS this REVIEW goes to press the Bowling League enters its final round. There are about four nights of league bowling left. Standings at this time are:

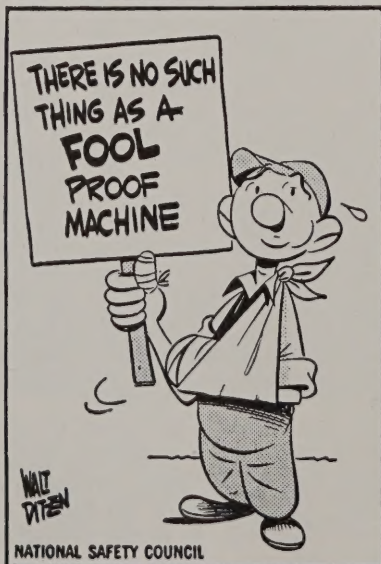
	Won	Lost
Insulated Bric	45	27
Master-Bilts	42	30
Proslate	38	34
Insulated Stone	36	36
Tri Tab Hex	34	38
Paroid	34	38
Art Edge	32	40
Waterdyke	27	45

Before the bowling the last of March the Insulated Brics had a big six-game lead over their closest rival, the Master-Bilts. One game behind was the Proslate team. That night the Master-Bilts came through with three very good games, cutting the Insulated Brics' lead to three games and widening the gap between second and third place to four games. With twelve games to go the won and lost column may still change. High games for the night — 193 — were bowled by John Guilfoyle and John Trontell. These scores helped considerably toward those three vital wins by the Master-Bilt team.

The last-place Waterdykes are taking on the role of Giant Killers, having recently knocked off some top teams. It is they who may very well decide the winners in this league.

Roger Sumner and Eddie Doran still hold jointly the high game score for the year. That 223 is getting to look bigger and bigger as the season wears on. Chuck Finch of the Art Edge team still has high individual average with a 159. Close on his heels is Ray Coglianese of Insulated Stone, who picked up a pin and now averages 158. It has been a tight race all year between these two fellows and it probably will continue until the season's last pin falls.

HAP HAZARD



Keep on going and you'll reach Hawaii! Bill Eby took this picture looking out onto the Pacific Ocean from his sister's home in Santa Ana, California, where he visited last winter.

Chicago Chit Chat

One of the surprises in the bowling league was the Waterdykes' 2 out of 3 game over the Masterbilts. Langland starred for the Waterdykes. The following week Charley Baker of the Insulated Stone picked up the 7 and 10 pins and gave us another win.

Rudy Budz says by washing clothes you can keep your hands real soft and white. He knows from practical experience.

Lewis Matthews, now on leave of absence from No. 4 machine, is spending his time in the Army. He dropped in last week to pay us a visit and looked very smart with his uniform and his marksmanship medal. He is on his way to California and from there on he is not sure just where he will be sent. Lew's brother, Eddie, is with us working as a shingle catcher on FCPM No. 2.

Anyone who needs a new Insulated Brick siding job — just get in touch with Ed Doran, Ray Coglianese and Tom Jones of No. 4 machine.

Henry Watson's front right fender seems to be the target for all the drivers in Chicago. Yes, it has been crumpled again.

Mr. Reynolds of the Research Department of East Walpole gave a very interesting and educational talk at a recent Foremen's Conference given for all the Chicago Foremen at the Nantucket Restaurant. He spoke not only on the matter of utilization of waste — both in the Roofing, Floor Covering, and Box Shops — but also of new projects now under way in the Research Department. He was out here attending the Railway Appliance Show, and we were pleased to have him at the Supervisory Group's evening meeting.

Other recent visitors from East Walpole have been Messrs. Ahlgren, Chamberlain, Wright, Walker and Erker.

We are glad to see that Bill Bennett is back to work after his siege of illness.

Wedding bells have been ringing. . . . Two Western Division Salesmen recently took the "fatal step" . . . with congratulations from everyone here:

Ed Renn and Jerry Atchison of Mt. Vernon, Illinois, were married in February.

John Reilly and Betty Boss of Des Moines, Iowa, were married in March.

We were pleased to have a visit recently with Mrs. Ernest Grosscup, the former Ann Granuczny of No. 2 machine, who stopped in at the plant to say hello.

Larry Doherty, Watchman, who was out ill for several weeks with influenza, has returned to work just recently. We are glad to have him back.

During the past month several salesmen from the Alexander Wholesalers visited the plant. George McNay, our Chicago Salesman, was the host.

Sure signs of spring:

Tom Henchan starts the baseball season with talk about the Chicago Cubs and their winter trading, trying to get out of last place.

Ted Moore shining up his fishing tackle, all set to go to 51st St. and the Lake.

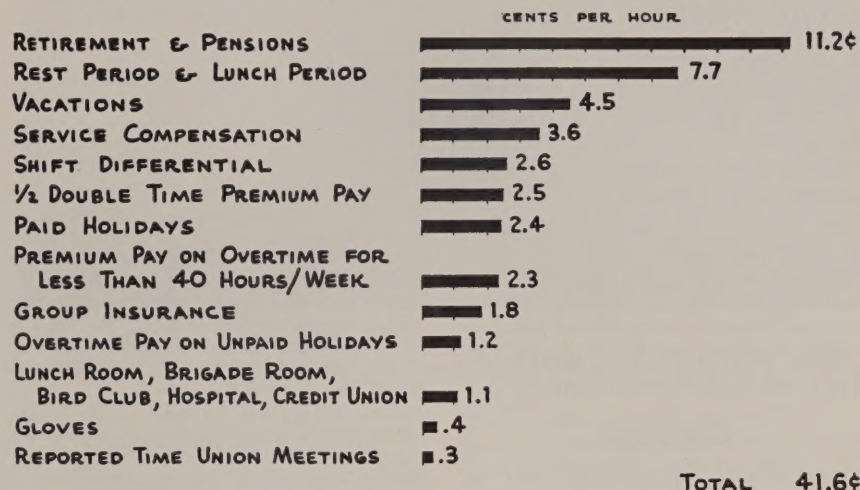
Sid Bradley and Ed Hayden throwing away their heavy fur caps.

Art Smith, Salesman in the Illinois and Wisconsin areas, also was in with the Rockford Wholesalers group. After a brief tour through

... FRINGE BENEFITS ...

Bird & Son, inc.

COST FOR HOURLY PAID EMPLOYEES ONLY--YEAR 1948



While the discussions on fringe issues were in progress, this chart was displayed on the wall of the conference room. It shows what employees received in so-called "fringe benefits" during the year 1948.

the plant there was a luncheon at one of the nearby restaurants.

Art Julian is the proud owner of a 1936 Dodge and she runs like the rest — one flat tire — but no trouble otherwise.

Sorry to hear of Frank Krueger's misfortune in having his house catch on fire. The roof is now back on, but Frank still has his work laid out for him for some time to come.



Two newly-weds, Mr. and Mrs. J. Farrell. The bride is the former Mary J. Henry of the Sample Department of the Chicago Plant.

Fringe Negotiations

As a result of negotiations between management and the joint union committee last month, two "fringe" benefits were agreed upon as follows:

1. Hourly paid employees who have been with the company fifteen years or more are entitled to three weeks vacation with pay. This is effective on all 1949 vacations.
2. In industrial accidents covered by the workmen's compensation laws of Massachusetts and Rhode Island, the company agrees to pay the injured person an amount equal to the weekly compensation as provided by state law when the person is properly certified to have been unable to work during the first week (or any part thereof) of disability.

Taking part in the negotiations were the bargaining committees of the following unions: Local 1330, L.I.U., CIO, East Walpole Division; Local 1384, L.I.U., Floor Covering Division; Local 896, U.P.W., Norwood Roofing Division; and Local 170, Gas, Coke & Chemical Workers, Chicago Division.

The negotiations were adjourned with the understanding that they would be resumed at the call of the joint union committee, probably around June 1, at which time both wages and fringes would again be considered.

Acknowledgments

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mrs. Alex DeCosta and Family

Your kindness and sympathy will always be held in grateful remembrance.

Mrs. Charles Hassler and Family

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Phillipsdale Sports

Bowling

THE Plant Bowling League is near the end of the season with the Machine Shop still on top. The current standing is as follows:

	Won	Lost
Machine Shop	32	16
Millwrights	28	20
Yard	24	24
Office	12	36

Mat Pino still holds the high single (138) and high three string (357).

Cribbage

Four of our best cribbage players, Hyske, Rakutis, Rochford and Blake, played four games without the five-spots. They are still trying to find the thief. Games are played now only after Captain Rochford exams the deck of cards.

Spring Program

We are getting ready for spring sports in the East Providence Y League. The softball season starts May 5, horseshoes, May 4 and golf, April 25. We hope to improve our position in the league standing this year.

New Regulations

The Rhode Island Unemployment Compensation Board has recently issued new regulations which change the period for which sickness benefits are paid.

Formerly all payments were on a calendar week basis, which in some cases resulted in a loss of almost three weeks before any sickness benefit was paid.

The new regulations provide that any seven consecutive days constitute a benefit week and payments are made accordingly. This means that if your sickness starts in the middle of the week, your waiting time will also start in the middle of the week, thereby allowing you to collect your sickness benefits earlier than before.

To take advantage of this you must file your claim promptly. We have the forms available in the Office and will help you with them if you wish.

Phillipsdale Notes

Gus Mollerberg recently attained a certain amount of fame — even though short-lived — when he served as President of his local PTA upon its observance of Father's Night. Before the night was over Gus' wife — the actual president — took over as usual.

Tony Tameo of Insulating Board Finishing, recently moved to his new home on Fall River Avenue in Seekonk. The moving was a co-operative enterprise with members of his gang in his department helping out. Henry Dutra supplied the truck. All went well until they came to the stove and Frigidaire. This was too much for Joe Tremblay, who finally persuaded Tony to get professionals. We wish Tony the best of luck in his new home.

Henry Phelps was surprised by his fellow foremen on the occasion of his 40th anniversary with Bird & Son, when he was presented with a small radio. We haven't yet found out if it is an AM or FM set but he says he likes it.

Francis Hall takes one day off out of 365 days and what happens? He got a ticket in Providence for jay walking.

Since Joseph Reposa bought his 1949 Buick he keeps it wrapped in cellophane and rides in to work with a kind friend.

George Jobin bought four new tires to overcome tire trouble. Now he has motor trouble. His car won't start.

Bill Kanowski can't bowl any more Wednesday evenings. He has to stay home and take care of the dog. It's a Boxer pup and Bill intends to see that it has a good start in life.

Willie Carlson is sporting a new 1949 Ford.

Ben Pino had an enjoyable Sunday afternoon when he hired a cub plane at the Hillsgrove airport recently and enjoyed the sights from up above.

A son was born to Mr. and Mrs. Arthur Medeiros on February 15 at St. Ann's Hospital in Fall River. Arthur is one of our head Dry Saw Men in the Insulating Board Plant. He already has two girls and another boy. The new arrival has been named Arthur, Jr. Congratulations!

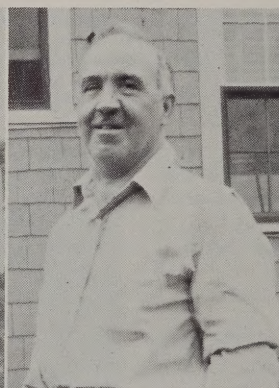
The Queenan boys have been starring lately as end men in a minstrel show given by the Crown "College." Both boys sang solos in this show put on by a Pawtucket manufacturer. We can well imagine that they kept things lively as we have seen them in action as master of ceremonies at some of our own parties.

Wilfred Couture has a new Pontiac, but he still uses the old Cadillac to drive back and forth to work.

Your Phillipsdale Correspondents



Rexford H. Salisbury



Arthur Trudell



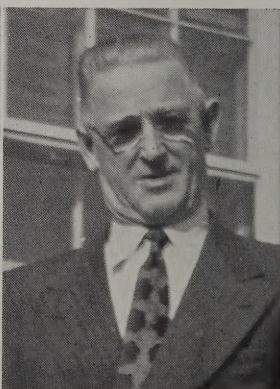
David S. Lowry



Manuel Oliver



Leslie E. Howard



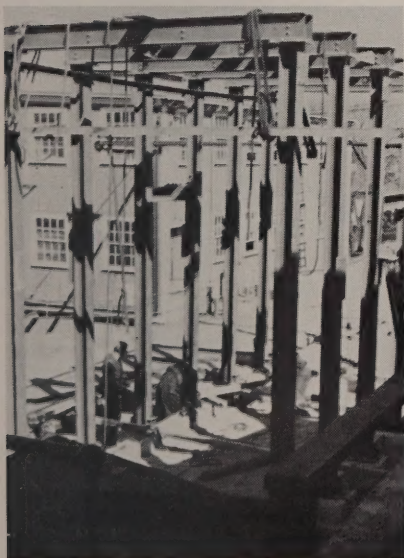
Robert Crowley



Climbing at the rate of 1600 feet per minute, this gasoline driven "bird" of Albert Violette's is well named a Comet Sail Plane. Albert gives vital statistics: wing spread, 6 feet; length, 52 inches; weight, 42 pounds. The plane takes eight months to build. Violette works at Phillipsdale Shipping Department.



Yes, folks, here I am! Sharon Lynne Hourihan, year-old daughter of Daniel Hourihan, Gang Boss at the Finishing Department of the Insulating Board Mill, Phillipsdale.



From Leonard Weaver, Roofing Lab: "This might be called a whatzit. Actually it is a shot of FB-5 (housing the Roofing Lab, etc.) through the steel-work of the new asphalt storage tank support for Flooring Undercoating."

Suggestion Awards



A check for \$150.00 and the congratulations of the Administrative Committee went to Malcolm MacDonald, Norwood Roofing Maintenance Department, on Monday, March 21. MacDonald's suggestion, "Bearings at #1 Pump," has proved a good money-saver, thereby meriting this special recognition and cash award.

Twenty-Nine Earn Awards for March

THIRTY-TWO suggestions were accepted for March with exactly half of them \$10 awards and the other half paying \$5.00.

Highlight of the suggestion month was a special award of \$150 to Malcolm M. MacDonald of Roofing Maintenance. Mal's suggestion, "Bearings at No. 1 Pump," was accepted back near the end of '47 and now that savings had been figured paid off this tidy little sum. John McDougall of Flooring Samples also received a special award, though smaller, for a suggestion accepted last year. His award was \$15.00. Six men, G. E. Couture, Nicholas Ferrara, Dudley Perry, Blanchard Watts, Albert Carlson and Mario Tomasetti, were awarded the bonus of \$10 for having had five accepted suggestions.

The winners for March:

\$10 AWARDS

Julius Aukstolis, FBPM1
Joseph Cornelia, FXV2
G. E. Couture, EM
Nicholas Ferrara, FFG
Robert Hood, EMM
*Frank J. LaCivita, FXB
John McDonald, FBV
Fred Matthews, DPM
Dudley P. Perry, DPX
Josephine B. Rose, FXB
Martti Sorjanen, FBPM6
*Edgar C. Vatcher, DPI
Blanchard Watts, FSM
Edward Wisniewski, EMM

\$5 AWARDS

Leonard Auder, DPP
Walter Bisdnack, DMPM4
Albert G. Carlson, DPP
Frederick W. Feaver, FBN
Edward H. Hardy, DMPM2

Eino Heikkila, FXR
William Janusaitis, FFT
Charles McLaughlin, DPB
Joseph Marrier, DMP
*Harry E. Robertson, FBQ
Vernon Stromberg, DPX
Mario Tomasetti, FBM
Fred P. Turco, FBPM7
Arthur H. Turner, DPR
Charles Waterman, DPI
*Two accepted in this class.

Dangerous Lining in Fluorescent Bulbs

THE inside of fluorescent light bulbs is coated with a dust which is poisonous to people if they get it in a cut or breathe it. Since the bulbs break very easily, the utmost care should be taken when you are throwing away old bulbs.

Last fall Frank Eisenhower, Safety Engineer, sent out a warning about handling these lamps and gave suggestions for getting rid of the old bulbs. The bulbs can be put back in the corrugated sleeves they come in and then can be broken. This method eliminates flying glass. The poisonous dust doesn't have a chance to get out either and becomes harmless in the air.

Another method of disposal is to put the old bulbs in a wet burlap bag or some other wet container that will not open when it is tossed around.

Be sure to make the bulbs harmless to others as well as to yourself after they are out of your hands. Kids think these long, slim tubes are wonderful for dueling. But a cut from a poison-lined fluorescent bulb may cause a nasty tumor-like growth.

Warning: see your nurse or doctor immediately if you get cut by one of these bulbs.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPATAC
RICHARD POTTER, Photographer

Thirteen Jolly Fishermen

THERE were thirteen fishermen — two fishermen in a boat except one. This three-man boat was more than exceptional. It was also the week-end of the 13th of March. Something was bound to happen and it did!

Early the morning of March 12, Messrs. Williams, Soward and Sherburne, together with the Shreveport Plant Foremen, N. R. McNeill, Frank Markham, Willie Smith, William Winkler, Dude Davidson, Richard Potter, Phil Johnson, Claude Ragsdale, Mode Myers and D. L. Oliver left for Black Lake about 75 miles away on a week-end fishing trip. They arrived at the lake without incident. But when the three-man boat — Ragsdale, Sherburne and Markham — got going. . . .

After Sherburne's new Johnson motor had delivered this boat to the happy fishing grounds out on the lake, Ragsdale and Ollie whipped out their rod and reel, and Frank his March *Reader's Digest*. With a paddle in his right hand and the magazine in his left, Frank proceeded to run the boat into every tree and stump in that section of the lake. About the third cast, Ollie's lure was not satisfied with its confinement to the end of that string and the last they saw, it was skimming across a clear stretch of water. The next mistake was letting Frank Markham *try* to cast. Ragsdale was throwing from the motor end of the boat, Markham was holding down center and Ollie was handling the paddle in the small end of the boat. Markham's very first try planted a River Runt squarely in the center of Ragsdale's pants. Whereupon Frank was promptly demoted to paddler.

Phil Johnson broke his new Action Casting Rod but was able to keep fishing as Mode was his fishing partner and had brought along an extra rod. Then the event of the week-end

happened. L. L. Williams, who was fishing with Willie Smith in Willie's private boat, caught a small bass. Just as he released it he got overbalanced in the movable seat and rolled out of the boat, throwing his rod overboard too. Willie was watching from the other end of the boat but was unable to stay in himself, so that made two men overboard in 10 feet of water. After each man knew the other could swim and each got hold of the boat swimming for shore it became funny. By the time Winkler and Dude arrived they found them emptying the boat, putting the motor, tackle, etc., back into the boat, and laughing at each other. After a couple of hours by the fire, L. L. Williams and Willie Smith returned to the lake and caught some more fish.

The bright spot of those first ten hours was Mrs. Ragsdale's coffee and brownies. They simply were never equalled for tastiness. That night after washing up, the men were called to fish supper and all the fish were

BIRD's. AND, what's more, they carried a platter back to the large cabin where all thirteen good and better fishermen were going to sleep.

The previous occupants of the cabin had — fortunately for some, unfortunately for others — left a pair of dice and a deck of cards. The outcome of both games is still clouded by conflicting stories.

Sunday morning they were at it again, twelve fishing and Frank Markham in bed with his *Reader's Digest*. Still thirteen accounted for. But things continued to happen. Dude Davidson got into a pocket where the fish were hitting and caught three bass. Then he dropped his rod and reel into fourteen feet of water and fishing came to a standstill although he had an extra outfit along. William Winkler and Willie Smith stayed with him about four hours until it was recovered.

The first morning — Saturday — so eager were two of our fishermen to get started that B. P. Soward cranked the



This shows a view of Black Lake where the fishing trip was taken. Pictured are D. L. Oliver and Willie Smith casting close to the bank.

motor of the boat, N. R. McNeill held the flashlight and they started whipping through the trees in the lake before daylight. Bernie Soward fished day and night. After tiring McNeill he returned to the landing and that night took Dude with him.

P. S. Not one fish caught was large enough to enter in the bass contest.

Oliver won the 25-cent pot with a two-pound bass!

P. P. S. They want to go again.

Bird Fizzles Out

Coca Cola Wins

RECENTLY the Bird Bowling League received an invitation to bowl against the local Coca Cola Company plant on their alleys. Participating on the Bird Team at the games were L. L. Williams, N. R. McNeill, Kavat Loe, Edwin Sompayrac, Cephas Myers, Al Creglow and N. K. Steenhil of the Rust Engineering Company. The Coca Cola team proved to be the better, however, winning the three games in succession. At one time Bird thought they had won one game by 97 pins only to discover an error in addition of 100 pins.

The highlights of the game were the remarks made by one Louie, a Frenchman, for the Coca Cola Company, who accused L. L. Williams of

"being a bookkeeper for the Company" when he tried unsuccessfully to find a bowling ball that would fit his hand and fingers.

Everyone present enjoyed the game very much and we have accepted an invitation for a return engagement in the very near future. We anticipate very much better bowling next time.

Shreveport Speaks

Another newcomer, Stewart Gordon Cararas, weighed in at 8½ lbs., somewhere around 9:30 P.M. February 24, according to his father, Sam Cararas. This makes three children for the Cararas family at Monroe.

There may be no connection, but the day after this event, Sam "struck an animal" or as he says, "hit a —hog," with his shiny blue DeSoto. Damage amounted to quite a bit, though fortunately Sam emerged unscratched. We have no reports concerning the hog, which probably "got up and slowly walked away."

Bossier City citizens are very proud of their High School Band and prouder still of the fact that they were chosen to go to New York City. It was no surprise then to find our General Foreman Neil McNeill one of the first to arrive at the auditorium when the Lion's Club gave a Minstrel for the benefit of this trip. What did surprise this reporter, however, was overhearing Mrs. McNeill ask Mac why he didn't join the Lion's Club as he could sing and dance. "I can't", was the quick reply, "I'm a WOLF!" Incidentally Vivian Wilson's son plays in this band.

Cyril Wilde, prominent member of the Shreveport Boat Club, is perhaps the only member who can say that when he goes sailing in his boat ALL members of the club rush to the land-

ing to "see him off." They all get in their sail boats and take paddles to protect their craft when he leaves the landing and when he returns. Cyril has taken an awful ribbing about his boat but he enjoys it.

Grace Fuller spent a weekend in Monroe visiting some old friends who had been transferred from here. She said she had a wonderful time.

O. N. Sherburne was recently elected Vice President and a Director of the Shreveport Wholesale Credit Mens' Association for the year 1949. Ollie was also director in this association in 1947 and has served as chairman of several committees for them over the past several years. He is also Secretary-Treasurer of the Fellowship Club of Shreveport and a member of their Board of Directors for 1949.

We extend our sincere sympathy to R. B. Mills on the passing of his mother on March 7th.

We've all heard the story of the king and the blackbird pie. We have a blackbird king here who is none other than John Eatman. He recently caught 18 in one spring of the trap but when John opened his pie, the birds didn't sing.

Sometimes a common expression pays off, especially when it is commonly used among a group of employees or other friends. A. C. Shepard's car wouldn't start a few days ago and he started walking to work. It was dark and Shep couldn't see the driver but recognized the passing car as one from the Plant. He shouted "Hey Ugh!" which brought William Winkler to an immediate stop. William said that although he didn't see Shep, he knew it was someone from the plant.

We have heard of the fogs of London which are so dense you can't see your hand in front of you and a couple of weeks ago we had a fairly dense fog ourselves. In fact it was so thick that Harrell Maricelli got lost driving to work.

Ollie Sherburne has finally achieved one of his many ambitions, that of being the proud owner of a 5 H.P. Johnson Outboard Motor. He claims he was forced into it as he has invested \$1.00 in the big bass contest and never could get somebody with a motor to go the day he could. The only fly in the ointment at the present moment is that Mrs. Ollie has requested the redecorating of the Sherburne living room which we understand is a 4 or 5 week-end job. Wonder how Ollie will get around this hazard? Bet you he does!

What first was thought to be a fish bone stuck in the throat turned out to be a bad case of tonsillitis for the son of Dewey Epps.

Homer McNeely has written from Veterans Hospital that he is up for discharge. If this last X-ray looks all right he may be back home by the time you read this.

Phil Johnson and Chris Sidaris with some instruction and practice would have made champion weight lifters. A double solid iron roll from the old asbestos plant that weighed 469 lbs. was lifted CORRECTLY, legs bent, back straight, load close in, by both these boys.

Elton Bamburg was passing out cigars a few days ago. Wife Wanda Deane and daughter Sandra Ann are both doing fine. Sandra was born on March 6 and weighed in at 8 lbs. 12½ ozs.

Bobby Davidson, son of Dude Davidson, has been overseas for two years in Uncle Sam's Navy, shipping out of Guam. Sunday night, March 20th he arrived home for 56 days' leave. It was a very happy occasion at the Davidson



This pictures part of the group who went to Black Lake for the week-end fishing trip. From l. to r.: Dick Potter, D. L. Oliver, O. N. Sherburne, W. L. Smith, W. F. Winkler, N. R. McNeill, B. P. Soward, Dude Davidson and Frank Markham. Not pictured are: P. O. Johnson, Claude Ragsdale, Mode Myers and L. L. Williams. In case anyone is wondering why Willie Smith's coat and Mr. Williams' tie and hat are hanging near the stove to dry, read the article on this trip. If Willie Smith had not been called upon to pay a debt and displayed a WET billfold in doing so, they might have kept their secret.

(Continued on page 20)



Frank S. Markham, Shreveport Office, strikes a come-on pose just before leaving for the Creswell Street School where he appeared in a P.T.A. benefit program. We understand that this "doll-face-blond" turned in an excellent performance.

Berry Asphalt News

By PEARLE MCGUFFIN and STELLA HINES

WEATHER: Spring is definitely here. It is so pretty here in the country this time of year that we feel quite fortunate being so close to Mother Nature.

SPORTS: The fellows got busy and have completed the lighting system for the ball diamond. We are looking forward to having a good soft ball team and many good games this summer.

DAN CUPID: What! No wedding announcements? and June approaching too! Berry is crowded with eligible bachelors too — for instance there's Wilson Murry, Jake May, Robert Crank and Dean Martin.

VACATIONS: H. C. Martin has been on vacation. He has also been on the sick list. Hope he will soon be able to return to work.

NEWS AND VIEWS: There is a fever going around — very contagious seemingly — known as "Car Fever." Everyone is talking cars, cars, cars but no one is doing anything about it, yet. John Savage seems to be affected the worst. When he does buy, it is going to be one of the biggest and finest — a Hudson.

WELCOME to Kenneth Kahler who joined the Berry Forces several months ago. We wish him success in his line of work. It concerns, if you please, roads — pavements, etc!

The racing season opened at the Oaklawn Track at Hot Springs on February 21st. A few of the office force have been fortunate enough to go but perhaps the "less fortunate" have been the luckiest after all — judging from the number of uncashed tickets floating around.

Wedding Bells! Lorene Chaffin, PBX Operator and File Clerk, became the bride of Lynn Knight on February 25th. After a wedding trip to New Orleans and Miami, Florida, the couple will be at home in Shreveport, Louisiana, where Lynn is studying to be an electrician. The Magnolia office employees presented the couple with a set of fiesta breakfastware. We all sincerely wish them the best of everything.

The Berry Asphalt Company has been well represented this year on the local High School

Shreveport Speaks

(Continued from page 19)

home and Papa Dude has been busy taking him fishing and enjoying his visit very much.

Elton Bamburg and Malvern Barnett have taken up casting and are practicing each day so they can enter the bass contest July 1st. Elton caught a 3¾ lb. bass March 22, which beats anything reported by the contestants.

While William was on the weekend fishing trip, Mrs. Winkler went fishing and caught 16 white perch. These fish were weighed in at 10 lbs. which is a nice string of white perch. She took William to the private spot the next Sunday and showed him how it was done. She caught 14 while he caught 8. We know who is the real fisherman in that family.

Shreveport had its annual garden tour March 19 and 20. There were seven show places ranging from small, but beautiful, gardens contained on a city lot to large ones in the suburbs covering acres and including small streams, swimming pools and acres of ground. For a finale a palatial plantation home on the Robson-Forbing highway was open for inspection while

tea was served. On the porch was a negro mammy in calico dress and red bandana passing out sassafras. (For the uninformed, this is a fragrant root we Southerners use to make tea sometimes.) Upon entering the door you first noticed the winding stairway to the second floor. At the foot of the stairway a negro girl in choir uniform sat at a beautiful piano; on the steps stood a mixed chorus of Antioch Baptist Church. It was a pretty sight and the music was typical negro spirituals.

Shreveport, the richest city in the world, So rich, that every blade of grass has a green back.

Every bird has a bill.

The chimneys have their drafts,

And the maids wash the front doors with Gold Dust.

Every horse has a check,

Every ditch has two banks,

Our streets are flushed,

And the lawns get a rake off,

Every cloud has a silver lining.

Every flower a "cent".

When you put a \$5.00 bill in your pocket, you double it.

When you take it out, you find it increases.

Can you afford not to live here?

girls' basketball teams. Janet Van Pelt, daughter of A. T., Anne and Judy Smith, daughters of Roger N., played on the Junior team. Janis Hines, daughter of Stella V., and Cortez Awbrey, daughter of Zuma, played on the Senior team. Both teams made a very good record for the season having played up to the finals in the District Tournament. Old Lady Luck was against them in the play-off and they lost by a few points to the neighboring town of Emerson. However, it has been said that the best team doesn't always win — the best team is the one that can lose and go off the court with a smile.

Mr. George W. Fortner, warehouseman at the Stephens Refinery, died on February 28 following a short illness. Mr. Fortner, who had been with Berry Asphalt Company since

March, 1943 would have been 61 years old on June 15th.

Mrs. J. B. Livingston joined the Berry Asphalt Company stenographic force on March 14th. Glad to have you, Opal.

Auburn Baccus has been employed as of April 1st in the capacity of chemist. Mr. and Mrs. Baccus hail from Fort Worth, Texas. We're happy to welcome them to Arkansas.

Doris Grimmett is back at work now minus one appendix. It was a hurry-up job on March 12th but Doris got along just fine and we're glad to see her back in the office.

Mr. Sutton Van Pelt, father of Mr. A. T. Van Pelt of Magnolia and Mr. J. S. Van Pelt of Chicago, passed away at his home in LaPorte, Indiana, on March 26th after a prolonged illness.



As living evidence of the fact that Magnolia is fast growing into a big city, Arlie Cox, Traffic Manager, and Bill Liechty, Royalty Division, pose beside one of the recently installed parking meters on and around the square for a radius of two blocks. That's a sidewalk they're standing on, too!

Glenwood Gossip

By ROBERT STEWART

Springtime has truly arrived at our Glenwood Plant. And one way you can tell is that everyone is talking about gardening.

Speaking of gardening — the other day Orville Caldwell came to work with a slight limp. His neighbor, William Caldwell, explains the limp this way. Orville had gone home the day before in a mood for gardening, but on arriving home could not find his mule. The mule probably sensed that it was gardening time. Anyway, Orville's wife was in a gardening mood too, and decided she would not let an old mule dispell her ambition. So she made Orville act as the mule and pull the plow. After a couple of rounds, the plow hit a root and the sudden jerk pulled a ligament out of place in Orville's leg.

Garlin Austin has a new car now. When asked what model it was Garlin said, "It must be a '49; it seems to be 49 years old."

Another sign of spring is the fishermen. Almost everyone has come up with a fish yarn or two. Carl Whatley backed up his yarn. He brought the fishhead to work to prove his catch of a six-pound catfish, which was taken in the Caddo River.



This is Cancer Control Month

APRIL is "Cancer Control Month" by proclamation of President Truman. Now all Americans are being asked to renew their participation in the fight against cancer. This dread disease deals death to 200,000 of us annually. That's as many people as live in a city the size of Worcester, Mass., or Memphis, Tennessee.

There is scarcely an adult who doesn't know personally someone who has cancer or who has died from cancer. It strikes without respect for age and on an average of one in every two families.

The feared disease is still on the march, but it can be controlled. You can take up the sword against cancer, guarding your family and friends by giving to the American Cancer Society money to provide medical science with the weapons of research and education to fight its malignant growth.

Medical science can heal up to 97 percent of all skin cancers, but only 80 percent are being cured; stomach cancers are curable in 80 percent of cases, but only 23 percent are being cured, and the potential and record for curing breast cancer is similar.

C. F. Kettering, inventor and research technician, and now national campaign chairman of the Cancer Drive, writes: "We have found out many important things which can be used to save lives now — today. With known methods available to us, 30%

to 50% of those who get cancer can be cured if they see the doctor soon enough. But the decision to go to the doctor is theirs and theirs alone to make. The people must be told this very simple thing. . . . The cancer patient in the early stages of the disease holds his life in his own hands — and only initiative on his part will save his life."

Those signals which should mean immediate consultation with the doctor are: the unhealing sore, persistent indigestion, unusual discharge or bleeding from any of the body's natural openings, wart or mole changes, lump in the breast, continuing hoarseness, and bowel habit changes.

To tell the vital facts of cancer to the people of the United States and to increase through research man's knowledge of how to fight cancer takes money.

That is why you are asked to contribute to your local cancer drive. Through your contribution you can strike back at cancer. Whose life you save you may never know. But you do know that you are helping save someone's life if you contribute today.



Yes, it's a real deer and they eat right out of your hand at Mt. Rainier. This picture was taken last summer by Angela Beneditti on her trip West. The girl in the picture is Faith Cummings, one of those who made the trip with Angela.

Can and Will are cousins who never trust to luck.
Can is the son of Energy; Will is the son of Pluck.
Can't and Won't are cousins too; always out of work.
Can't is the son of Never Try;
Won't is the son of Shirk.

EMBER 23, 1947.—TWENTY-TWO PAGES.

'One Second From Eternity; Please . . . Don't Try It Again'

A railroad engineer, whose train nearly crashed into a car at Fremont last Sunday, Tuesday addressed an open letter to "the youth and his girl" in the car.

His letter, sent to The World-Herald, says:

"I don't know who you are, it's true, but I do know you were scared to death Sunday evening near 9 o'clock when you drove your car across directly in front of a speeding passenger train. It was so close that I, in the cab, could see the young girl (your sweetheart, I presume) throw her hands up in front of her face and cringe up against you in stark horror.

"If I were that young girl I'd pull away from you, fast. You don't have good sense, son. You probably say you love her. I wonder. Those we love we try to protect. But not you.

"Wouldn't that have been a nice Christmas present to hand your mother—a broken and battered body. And how do you

think that we in the cab of that engine would feel. We are human beings, too. We have young ones waiting home for us to return. We, too, could have been killed.

"You and your girl were one second from eternity Sunday, son.

"I hope you read this and know it means you, and that your girl will, too. Next time you go driving around, stop and look. We don't want to hit you—but we are helpless, as we cannot swerve away from our given rail.

"If I were you, son, and you, too, sis, I'd thank God for that split second He granted you Sunday evening.

"I said a prayer for all when I realized you were going across. Perhaps that's what saved us all.

"Now think it over, both of you. And I'll bet you are both still shaking in your shoes.

"And please, for God's sake, don't try it again."

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Did you ever have a close call at a grade crossing? This happened—it was more than a year ago—but it still makes you shudder.

BIRD CLUB DOINGS

Granules On Top

By DICK SPRAGUE and
JOHN HUTCHINS, Co-Chairmen

BOWLING is almost over for this season and we are looking forward to the banquet the night of April 23rd at Cain's in Weymouth. Joining us will be the girls' bowling teams. At this dinner also prizes will be awarded to individual and team winners. See your May REVIEW for story and pictures on the gala wind-up of the Bird Club bowling season.

The end of March, the Granule team was well up ahead, with Flooring Shippers, Roofing Shippers, Flooring Lab and Flooring General following as the top five. Joe Jarlis at this writing still held the top single and three-string record — 144 and 354. Final standings next month.

(Note the accompanying picture of the record-shattering Granule team, which on March 9 set a new high for the Norwood Sports Center as well as the Bird Club.)

Table Tennis

By BOB GROVER, Chairman

FINAL standings in the second half of the Table Tennis League were somewhat of a surprise. The Specs —

Larry Hewins, Eddie Phillips and John Grover — were forced into a playoff by the Prints, but stood up under pressure and came out victorious. Then the Specs entered the finals against the Macs — winners of the first half — and again came out on top, making them the champs of the B League.

Standings — Second Half

Singles		Doubles	
Specs	26	Prints	5
Prints	26	Macs	4
Kems	24	Kems	3
Macs	23	Specs	2
Finns	18	Labs	1
Labs	12	Finns	0

Play-Offs

Singles	
1st Half Winners — Macs	
vs.	= Specs
2nd Half Winners — Specs	
Doubles	
Macs — Joe Wall	
John McDougall	
vs.	= Prints
Prints — Arthur Bent	
John Pereklis	

Larry Hewins had the best record of the season, but was pressed all the way by Joe Wall, and had to be at the top of his game in every match. Following are the individual aver-

ages of the first ten players in the B League.

Larry Hewins	.865
Joe Wall	.835
Art Bent	.815
Jack McDougall	.780
Bob Grover	.765
Ralph Hildreth	.763
Tom Rogers	.730
Eddie Phillips	.533
George DeCristoforo	.465
Everett Fuller	.259

Table Talk

Gus Fabiani was responsible for the season's biggest upset by trimming Joe Wall, one of the supposedly good players. The esteem of the old timers was upheld all season by Roy Young, who played in rare form especially the night of the playoffs. Roy just seemed to sail through his opponents.

The most improved players of the second half are John Grover and Gus Fabiani. Many players have wondered why Frank Clem (champ of all champs) was not in the first ten players. Could it be that he is slipping? Gordon Wilson, although not sporting very many wins, has the best attendance record.

Two boys were talking over the Sunday School lesson. "Do you believe all that business about the devil?" asked one.

"Heck, no," replied the other boy, "It's like that Santa Claus stuff — it's your old man!"



The champion Bird Bowling Team which broke all Bird & Son records and all records for the Norwood Sports Center on the 3-string team total for one evening. These are the fellows we told you about last month who broke 1620 for the three strings. Regular team members, left to right: Peter Didick, Ted Pierce, Roger Percy, Jerry Chisholm and Richard Wenstrom. Bowling for Didick the night the record was made was Frank Campisano (insert at upper left).

Final Cribbage

By HERMAN NORDSTROM, Chairman

AT the March 10th cribbage party prizes were won by Fred Hallowell, Walpole; Lilyan Frazier, East Walpole; Henry Wohler, Hollingsworth & Vose. Fred Robinson of Norwood and Ed McLean of Flooring won the baskets of fruit.

The small crowd on the final night of play, March 31st, can be accounted for — one, in Norwood, town meeting that night, and two, pyramid clubs going strong. The prize for the most games won this season went to Fred Hallowell and the evening's cribbage prizes were awarded to George Peckham of Roofing and Henry Parker of Canton. Howard Hewins of Norwood and Fred Hallowell took home baskets of fruit.

That's all 'til next season.

Solids Win

By PAT McDONALD, Chairman

THE feminine contingent of Bird Club bowlers finished their matches March 8 with the Solids in first place, the Bulletheads second, and the Shifties third. Their final get-together this season will be at the big bowling banquet when the girls join the men bowlers the evening of April 23.

Although the Solids maintained their long-standing top spot, the Bulletheads gave them a run for their money. If the Cartridge Tops had knocked down but six more pins, theirs would have been the victory, so close was the last match. The Solids were not to be dislodged, however. Final scores: Solids 65, Bulletheads 64, Shifties 56.

The third-place Shifties deserve a lot of credit. This team — as the name indicates — is made up in part of girls who work on the 7 to 3 or 3 to 11 shift. With ten girls on the team, some bowling only as their work shift allowed them, they turned in a remarkably fine account of themselves.

Following are individual and team high scores:

High single — Anne Lindsay	120
second — Betty Kugel	114
third — Kay Gullich	113
High three string	
Anne Lindsay —	303
second tied — Betty Kugel and Catherine Bellew	293



This picture didn't quite win a prize in last summer's Vacation Picture Contest, but we present it here for your edification. (Confidentially, we think the judges ought to have their eyes examined.) Left to right we give you Helen Makarevich, Hilda Rafuse, Pauline Rafuse, Dorothy Walsh, and Genevieve Vitaitis. The last three work at the Fibre Box Sales Division and the first two in General Accounting.

Team high three-string

Solids	1303
Bulletheads	1283
Shifties	1277

The members of the three leading teams are: Solids — Julia Alukonis, Catherine Bellew, Julia Notarangelo, Jennie Mike and Louise Wozniak; Bulletheads — Enie Geraghty, Helen Pelletier, Pat Connolly, Anne Lindsay and Mary Bannon; Shifties — Betty Kugel, Frieda Giandomenico, Mary Nicastro, Frances Fahey, Gloria Lightowler, Margaret Ross, Lillian Gianetti, Louise Aslin and Regina Cotton.

Girls' Golf — May 2

By ISABEL MACLEOD, Chairman

NOW that the grass is becoming green again and the evenings are lengthening, golf is a topic of conversation once more.

The Girls' League is looking forward to another good year. May we see all the old players out again. And to those who are just finding out the fun of golf, we extend an especial invitation. We were all beginners once. Sometimes we wonder if there has ever been any improvement beyond that stage.

The League expects to start off about May 2nd, and to continue on the following Monday nights. The season will continue for about eight weeks. If you do not feel that you would like to be a regular, plan to be a substitute. The subs are always in great demand.

More information will be coming along. So get the old clubs out and dust them off for another season of good sport and fun.

Elks Club Chosen for Spring Frolic

FEATURED event for April on the Bird Club program is the Annual Spring Frolic at the Norwood Elks Club, Patroit's Day evening, April 19. Wits Phalen's orchestra will play for dancing from 8 p.m. to midnight and the Bird Club committee will serve refreshments. Admission will be by membership card for all club members, with guest tickets at 50 cents each.

In charge of arrangements is Angela Benedetti, assisted by Ninnette Petroni, Jack Walsh, Francis Whitty, Chet Grusheski, Henry Johnson and Tom Grady.

Men's Golf—April 26

By JOHN WOLOSHYN, Chairman

THE 1949 Bird Club Golf League will begin play on Tuesday, April 26 — weather permitting. Everybody is welcome as long as he has a Bird Club membership and abides by the simple rules of the Golf Committee. The entrance fee is \$1.00 for each half of the schedule and the greens fee is 75 cents per match.

We expect a big turn-out this year and look forward to a good season.

Dennis J. Broderick

DENNIS J. BRODERICK, Bird & Son worker for the past forty-two years, died Thursday, March 31st, at the Norwood Hospital. He had been a Janitor at our Main Office since 1923.

Mr. Broderick was born in Ireland sixty-eight years ago and had been a resident of Walpole for about fifty years. He joined Bird & Son in December 1906 as a worker in our No. 2 Box Shop, serving as operator of one of the machines there until his transfer to the janitor force in May of 1923. He is survived by his wife and three children. His daughter Katherine (Mrs. Matthew Naughton) worked at our East Walpole office before her marriage.

Funeral services were held Saturday morning, April 2nd, with a high mass of requiem at St. Mary's Church, East Walpole, and were attended by a large number of his Bird & Son friends.

Warm Praise for Vets' Show Troupe

THE Bird Club has received enthusiastic letters from the hospitals where its Veterans' Show has played the past few months.

From West Roxbury:

The spontaneous gaiety, freshness, and excellent presentation of the entire evening's program was enthusiastically praised and enjoyed by all our patients. . . . May we add that we hope you will find it possible to visit us again. . . .

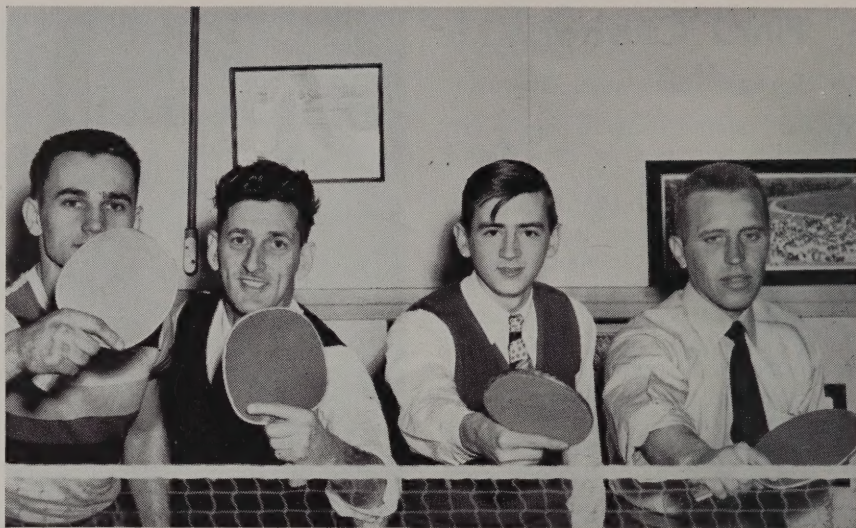
Cushing Veterans Hospital sent thanks for the ward show and looked forward to a show in the recreation hall. Such a show was put on the evening of March 30. It was a hit.

Murphy General Hospital wrote:

Patients are still making inquiries as to the date of your next appearance. Please extend our appreciation to the entire cast.

The cast — all volunteer performers — bow and say, "It's a pleasure!"

Brighton Marine Hospital is the next veterans' group to which the the Bird Club's twenty or twenty-five artists will take their evening of ballads, dances and novelty numbers. This show is scheduled for an evening during the first part of May.



Pals of the paddle, these four Bird Club table tennis players are: Joe Wall, Larry Hewins, John Grover and Eddie Phillips.

Spring Car Check

April is the month when Massachusetts drivers must get a complete check-up on brakes, lights and other safety equipment on their cars. This semi-annual check-up is part of the Massachusetts program to increase safety on our highways. Throughout the country vehicle defects were at least partly responsible for 16% of all fatal traffic accidents in 1947. Defective brakes, inadequate lights or bad tires made up more than half of all reported defects.



Harry Odione, Roofing, contributed this appealing picture. All Massachusetts employees will recognize the drinking fountain in East Walpole Square.

A Visitor Suggests

Visitors have ideas too on how to improve our operations — and we are glad to get them.

Early in March, Benjamin Moskowitz, a salesman for our distributor, Benjamin Lewis & Son Co. of Philadelphia, visited our Main Sales Office at East Walpole and our Norwood Flooring Plant. He was much impressed with the extent of our operations. During the course of his visit a constructive idea occurred to him about the manufacture of our Felt Base Flooring. He passed this thought along to our salesman, A. J. LeBlanc, who has submitted it for further study at the plant.

We do not know yet whether the idea can be worked out, but regardless of the outcome it is gratifying to have a distributor's salesman take such an interest in the Bird line.

Thank you, Mr. Moskowitz.



Pride and joy of Gustave Sacre, Flooring, is this lovely baby, Janis Ann, his six months' old daughter. Picture was taken when she was three months old.



Want to Re-decorate?

YOU can build a house from blueprints, but you must plan your home with your head, your hands and your heart. Home includes colors and patterns you like to live with — furnishings and fabrics that fit your way of life — space for hobbies — comfort and convenience for every member of the family."

This is the advice of Christine Holbrook, Home Furnishings Editor of *Better Homes & Gardens* magazine.

First — make a master plan. Tear your house to pieces — on paper. Do you need another bedroom? A modernized kitchen? New furniture? Fresh color schemes with new rugs and fabrics? Discuss each room thoroughly and list all improvements you'd like to make, no matter how remote they seem. After several sessions you'll have a picture of your ideal home. This is your master plan. Keep it handy.

Second — you must have a budget. Every change you make will involve some expense. Take the time to get reasonably close estimates in advance, so you'll know how much each item on your master plan will cost.

If your budget is small get to work at the sewing machine. You can cut slip-cover costs in half if the little woman makes them herself. And let father try his hand at building shelves and painting chairs.

Then, here is the most difficult job of all. You've listed every improvement you can think of. Now, unless you're practically a millionaire, you'll have to decide which you can do without — at least for now. It's a problem for you and the family budget. When you've decided, rearrange the items on your master plan in the order you want them. There is your final plan! Now you know where you're heading you can be on your way!

(Next month: The Living Room).

Office Mixed Bowling

By GUM

FOOD and fun marked the farewell of the office crowd to their season of mixed bowling — *mixed* meaning both men and girls and *mixed* also at times referring to the quality of the bowling. As we were saying, the farewell party followed the final match the evening of April 7, when all adjourned to Bishop's to take care of that empty feeling. The pangs of hunger mollified, the crowd danced and chatted and whiled away the time until the party broke up.

Incidentally in case you hadn't heard, Joe Erker's team was winner for the year. In fact, before the final match, the combination of Erker, Hignett, Mary Curran, Peggy Daunt and Solveig Carlson had the top prize all sewed up. Win, lose, or draw, that last night it was already theirs. Their prize, received at the festivities at Bishop's, was duly appreciated.

Team standings at the end were:

Team	Won	Lost
Joe Erker	30	5
Eddie Readell	23	12
Wes Ahlgren	19	16
Warren Anderson	16	19
Howard Whitney		
Roger Anderson		
H. R. Bonnyman		
Jack Rambeau	10	25
High Single, women	Anne Lindsay	
High Single, men	Joe Erker	
High Total, women	Julia Lewis	
High Total, men	Chet Porter	



Mike Minkevics of No. 1 Box Shop is the proud grandfather of these engaging children. Loran, Carolee, Frederick, Jr. and Mary Ellen pictured here with their mother, flew up from Argentina in March to visit the elder Mr. and Mrs. Minkevics at their home in Norwood. Mike's son Frederick is the father of this lovely family and expects to join them soon on a vacation from his job with Armour & Company in Buenos Aires.

On the Lighter Side

Two black crows were flying cross country when a P-80 went zooming past, its jet propulsion spurting flames from its exhaust.

"Boy," exclaimed one crow, "is that bird in a hurry!"

"Yes," said the other crow, "and I bet you'd be too, if your tail was on fire."

Sing While You Drive

At 45 miles per hour, sing,

"Highways Are Happy Ways."

At 55 miles per hour, sing,

"I'm But a Stranger Here, Heaven Is My Home."

At 65 miles per hour, sing,

"Nearer My God to Thee."

At 75 miles, sing, "When the Roll Is Called Up Yonder, I'll Be There."

At 85, sing, "Lord, I'm Coming Home."

"To what do you attribute your great age?"

"To the fact that I was born a long time ago."

"Drink," said the Irish vicar, "is the curse of the country. It makes ye quarrel with your neighbors. It makes ye shoot at yer landlord, and it makes ye miss him."

Man is but a worm. He comes along, wriggles a little, then some chicken gets him.

A Steno's Dream

He was engaging a new secretary.

"Chew gum?" he asked.

"No, sir."

"Use slang?"

"No, sir."

"Roll your eyes at salesmen?"

"No, sir."

"Know how to spell 'cat'?"

"Yes, sir."

Then suddenly she took a hand and began:

"Smoke cheap cigars?"

"Why—er—no."

"Bang things around on your desk when business is bad?"

"N—never."

"Raise the roof when things go bad at home?"

"No, indeed."

"Know enough to appreciate a good secretary when you get one?"

"I—think so."

"All right, you're accepted. When do you want me to go to work?"

(From Workman)

They sat on her porch at midnight.

But his love was not to her taste;

His reach was 36 inches,

And she had a 44 waist.

The doctor was on his way to visit Rastus' wife to deliver her twelfth child. Riding along with Rastus he saw a duck in the road and asked: "Whose duck is that?"

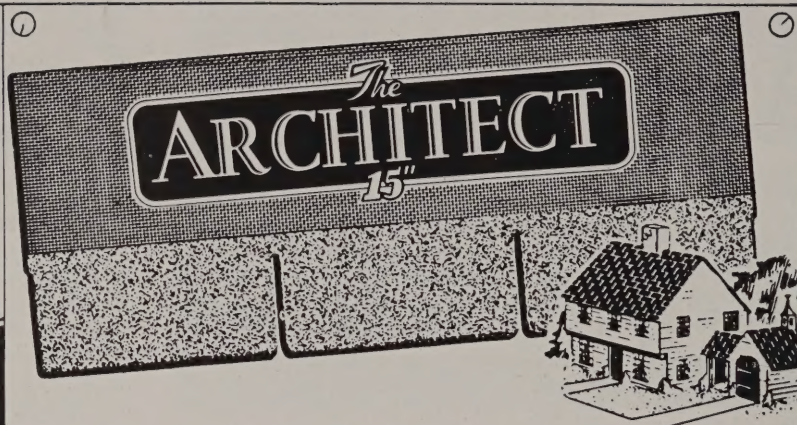
"At ain't no duck, Doctruh," sighed Rastus. "Dat's a stork wif his laigs wo'e off."

"So now you and your son are carrying on the business together?"

"Not exactly. I run the business and my son does the carrying on."

Nothing is ever accomplished by a committee unless it consists of three members, one of whom happens to be sick and another absent.

Hendrik van Loon



YOU DEMANDED THIS MASSIVE SHINGLE



For a long time architects and builders have been demanding an asphalt shingle with these features: Greater thickness, greater rigidity, greater protection through increased headlap and a longer life span.

HERE IT IS... "The Architect", a new shingle designed especially by Bird & Son to meet the most exacting specifications:

- *Thick massive butts*, approximating slate or wood shingles in caliper... heavy shadowlines.
- *Weight 290 pounds per square*... the perfect balance of greater saturation and heavier coating of life-giving asphalt.
- *Triple coverage, 5" headlap*... Major factors in long-lived protection against standing snow and driving winds and rains.
- *Surfaced with larger mineral granules*... outstanding appearance, better adhesion, longer surface protection.
- *Greater rigidity* because of the heavier felt base, more asphalt and heavy, coarse mineral granules.
- *Cost of "The Architect" is in the asphalt shingle price range*... a prime selling feature for this rich, luxurious shingle.

Write today for folder showing the wide variety of colors and blends. Bird & Son, inc., East Walpole, Mass.



(This advertisement appeared first in the *Architectural Record* in February and one slightly larger was in the trade magazine, *American Builder*, last month.)



BIRD NEPONSET **REVIEW**

May

1949

Vol. 37 No. 5



100% Enrolled

First plant to hit the 100% mark in joining the Employees Group Insurance Plan is Shreveport. A. W. Smith at employee insurance headquarters in East Walpole was notified April 29 by Frank Markham that with the two latest applicants, Shreveport Plant employees are now covered 100%. This means that every man there is protected if he needs hospital or doctor's care.

The Guy In The Glass

When you get what you want in your struggle for wealth—

And the world makes you "King For The Day,"
Then go to the mirror and look at yourself
And see what that guy has to say.

For it isn't your Father, or Mother or Wife
Who judgement upon you must pass.
The fellow whose verdict counts most in your life

Is the guy staring back from the glass.

He's the fellow to please, never mind all the rest;

For he's with you clear up to the end,
And you've passed your most dangerous, difficult test

If the guy in the glass is your friend.

You may be like Jack Horner and "chisel" a plum

And think you are a wonderful guy,
But the man in the glass says you're only a bum
If you can't look him straight in the eye.

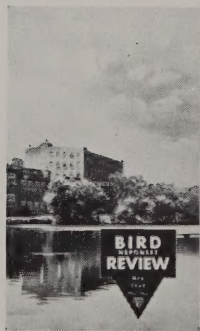
You can fool the whole world down the path-way of years,

And get pats on the back as you pass,
But your final reward will be heartaches and tears

If you've cheated the man in the glass.

— Submitted by the Shreveport Correspondents.

On the Cover



Part of the Paper Mill and No. 1 Box Shop from the opposite bank of the Neponset River. Bird & Son is one of several industries that have grown and flourished alongside this river which empties into Boston Harbor about 10 miles north-east as the crow flies.

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BIRD NEPONSET REVIEW

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May 1949



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Published for the employees of Bird & Son, inc.
to promote good service, good business, good will

EDGAR M. GROUT	Editor
ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

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Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., Shreveport, La. and Glenwood, Ark.



These are the people who make up our Credit Department at East Walpole. In front are Raymond Case and Arthur Mellin, Credit Correspondents. Behind Ray Case is Winifred Rhind, Credit Correspondent, who is talking with Herbert Schaier, Assistant Credit Manager. Dimon Merrill, Credit Manager, stands at Clerk Helen Maroney's desk at the right behind Mr. Mellin.

Credit Where Credit is Due

IT'S old hat to say that credit is the lifeblood of business. We all know that. The installment business on automobiles alone shows how many consumers budget their buying. So it isn't surprising to find that 96 per cent of Bird & Son customers buy from us on credit. It is just an old American custom.

What most of us don't realize, however, is the important part our Credit Department plays in handling the steady stream of those vital orders which mean good business for us all. The notion that a credit man is a cop with a billy raised to force tardy debtors to toe the line is completely wrong. Sure, it is the Credit Department's job to collect bills, but actually that is only one phase of the job.

Its primary purpose is to promote sales, to keep the relationship be-

tween Bird & Son and each of its customers on a firm and healthy basis. In credit work, as elsewhere, the ounce of prevention is worth more than the pound of cure. Our credit people check every sales order. As far as humanly possible, they make sure that we are dealing with reliable concerns and individuals who have or will have the money to pay us for the goods they are ordering. Much as we may like a man personally, it just isn't good sense to do business with him unless he is financially o.k. On the other hand, you can't be too hard boiled either. A good, reliable dealer may suddenly be faced with a flood or a fire or some other business disaster. At the moment his *finances* may be in bad shape, but if his past record has been satisfactory, his *credit* may still be good. We know he'll come

through if we just give him a chance to get on his feet.

But how does this credit business work? Why can't the salesman or the sales department o.k. the customer or dealer? It would be nice if it were as simple as that, but it isn't. Extending credit, or refusing it tactfully, is a science in itself. Make the salesman responsible for checking credit and he wouldn't have hours enough in the day to do his real job of selling and getting new business.

Checking a New Account

Take a Roofing order for instance. Our salesman out in Michigan has just "sold" a new account. The new dealer has been in business for ten years, but has always bought from a competitor of ours. The salesman



Assistant Credit Manager Herbert Schaier confers with Credit Manager Dimon Merrill.

has sold him on the Bird line and Bird service. So in comes an order to the Chicago Office for the first truckload. The salesman is all pepped up. He thinks the account will be good for \$10,000 worth of business a year. The order after being entered by the Sales Department is referred to the Credit Department. There isn't much time. The customer wants delivery immediately. Since it is a Michigan order, the actual credit investigation is made at our Chicago Credit Office to give quick service. When the salesman got the order he obtained references and a financial statement from the new account. The references may be banks which handle the dealer's funds, or other manufacturers with whom he has done business in the past. If there is time, we always check by letter. The Bird & Son letterhead identifies the inquiry as a legitimate one. Those who answer credit inquiries will give more complete information in a letter and are usually pretty careful and accurate in what they write down in black and white. But if time is short, these references are checked by telephone or even telegraph.

The financial statement is studied to see if the dealer has the money to pay his bills promptly. Our credit people look for such technical details as net worth and the amount of free working capital. To those of us who

are not accountants, this simply means finding out whether what the dealer owes has a safe relationship to what he can readily convert into cash to pay those bills. A safe margin is two to one — twice as much cash (or items that can be turned into cash) as bills and notes owed.

And the Order Goes Through

A check also is made with some reliable credit company, such as Dun & Bradstreet. The reply shows whether the concern is a corporation, a partnership, or individually owned, and it gives the personal histories of those who own and operate the business.

If everything checks satisfactorily, the order is sent along to the mill for shipment and a maximum credit figure for this account is set up on the books of the company. In the case of this dealer, it might be \$2500 or \$3500 — enough to allow him to order two to three truckloads of material on credit at one time.

All this takes only a few days at the Chicago Office. The information is then sent to the East Walpole Credit Office for final checking and filing. If the order had originated in the Southwest, the same procedure would have been followed at the Shreveport Office, and if in the East, at the East Walpole Credit Office.

Special Cases

Sometimes the Credit Department decides that a new account should not be given credit at once. In that case a letter goes out, or the matter is referred back through the salesman. The customer is told that we'll be glad to ship his material just as soon as he pays in advance — and the bill goes along with the letter, or is delivered by the salesman. In certain other cases, the order is approved for delivery to the dealer on a C.O.D. (Cash on delivery) basis.

We've been talking about a Roofing order — but much the same procedure goes on when a new account is approved in any of our sales divisions.

Only a Few Minutes

An order from an old and reliable customer is handled quite differently. It is cleared by the Credit Department just the same, but an o.k. can generally be given in a matter of minutes. If we have done business with a company for five or ten or fifteen years, it is necessary only to check to make sure that they are still in good standing with us, that recent bills have been paid promptly and that there has been no change which will prevent paying this new bill promptly too.

Cash Discounts

We make it easy and profitable for our customers to pay on time. For payment in advance, or within certain time limits, we allow cash discounts. On a large order involving thousands of dollars these discounts mean substantial savings. We are proud to boast that we have many, many accounts on our books today who have never failed to earn their maximum discounts. That is, they have always paid their bills in time to get the greatest discount allowable. Some of them have records of such payments going back thirty years! Discounts help both the dealer and Bird & Son. When bills are paid promptly, there is less book-keeping for both concerns, and in addition, the money the dealer saves in discounts means more profits for him at the end of the year on the Bird products he sells. That makes him pleased to be doing business with Bird & Son.

Successful credit work implies an understanding of people. Every customer is treated as an individual. As we said before, if a dealer has just

suffered from fire, flood or other disaster, we don't press collection until he has had time to get back on his feet. Local business conditions are taken into consideration when credit letters are written. So is the character of the individual. If a business man likes to be talked to straight from the shoulder, we don't write a gentle, softly worded letter to him any more than we write a hard-boiled letter to a long-standing account whose warehouse has just burned down.

Personal Contacts

Many customers are known personally by Dimon Merrill, Assistant Treasurer and Credit Manager, and Herbert Schaier, Assistant Credit Manager. Both of these men have interviewed prospective customers before extending them credit or have visited them on business trips throughout the country. Then too the salesman works closely with the Credit Department. He knows all of his accounts personally and is of the greatest help in telling the home office how to deal with each individual.

"Please Remit"

Our Credit Department's system of reminding customers of payments due is similar to that used in many companies. First goes a simple statement of fact that payment is due. If no payment is made, another letter follows within fifteen days. By the time ninety days have elapsed from due date, legal steps are taken. This is done only as a last resort. The salesman always receives a copy of every credit reminder to his customer. If he sees the situation getting serious he makes a personal call. The customer may also respond to one of these reminders himself and give an entirely satisfactory reason why he has not paid. Every effort is made to settle on friendly terms without taking the formal and unpleasant legal steps. Bird & Son does not like to lose an account which a salesman may have spent months or years in building up. If we can keep such an account by giving sound advice to help straighten out the temporary financial difficulties, we have done two things. We have created good will and good business for Bird & Son. And we have saved the company money. A customer on our books may represent several thousand dollars' worth of time and effort by the salesman and

by the Credit Department in securing and keeping that customer. When we lose him, we actually lose money.

Salesman's Hunch Pays Off

There are innumerable stories the Credit Department can tell. There is one about a new account a salesman wanted the company to take on. Our salesman thought the man was a real go-getter. But his prospective customer did not have quite enough experience behind him to convince Credit in East Walpole. East Walpole said no. The salesman persisted that the man was worth the try. Finally Mr. Merrill packed his bags and went to see the man. A personal interview and inspection of his ship-shape warehouse won the Credit Manager over too. Even if he didn't have everything the books said he should have, Bird & Son gave him credit. He has been a credit to the salesman's and Mr. Merrill's judgment ever since.

Remarkable Record

Many companies think nothing of having 2% or 3% credit losses each year. That means on every \$100,000 of sales they fail to collect two or three thousand dollars. That's the usual picture with these companies at the end of each year. For the past ten years Bird & Son's losses averaged less than four tenths of one percent and in many years the losses have been less than one tenth of one percent (.1%).

It is essential that members of any credit department have a sound business background. A person in credit has to understand a customer's financial statement, for example. He must know how to follow business conditions. Mr. Merrill after graduating from the University of Maine worked in the Credit Department of the First National Bank of Boston before coming to us. Mr. Schaier was trained at Bentley and graduated from Northesatarn. He worked in

SALESMAN'S CREDIT REPORT

Date May 1, 1949 Rating _____

Trade Name Z. Y. Jones Company Type of Business (?) Place occupied (?)
 Address Detroit, Michigan Manufacturer _____ Approx. Value \$15,000
 Form of Business (?) Wholesaler _____ Rent per Mo. \$ _____
 Single Ownership _____ Partnership _____ Retailer X Rent per Year \$ _____
 Corporation _____ Years in Business 10 Length of Time at Present Location 10 years
 No. of Employees 4 Z. Y. Jones _____ Fire Insurance { Merchandise \$15,000
 If Single Ownership, Name Partners _____ Appearance of Premises (?) Fair _____ Equipment \$2,000
 If Partnership, Name Partners _____ Good _____ Poor _____ Buildings \$17,000
 If Corporation, Name Officers _____ Location (?) Fair _____ Poor _____

Life Insurance for the Benefit of the Business \$10,000 Amount Owed _____
 What do you estimate Yearly Sales Our Line? 25-30 net 30

Terms _____ BUY FROM FOLLOWING FIRMS: _____
 Name _____ Address _____
 John Smith Sack Co. _____
 Detroit Brick Co. _____
 Michigan Lumber Co. _____
 Name and Address of Banks: West Side Trust Co., Detroit

Remarks: What is your opinion of this prospect?
Mr. Jones is a very straight forward, clean living man. Seems to
enjoy a good business reputation based on remarks I have picked
up from different sources. I understand he pays all bills promptly.
He owns his buildings, trucks & equipment outright - no mortgages.

Salesman Alfred Doe

IMPORTANT—THIS REPORT TO BE SENT FOR ALL NEW ACCOUNTS RATED "D" OR LOWER
 ATTACH LATE FINANCIAL STATEMENT OR HAVE CUSTOMER MAIL TO EAST WALPOLE.

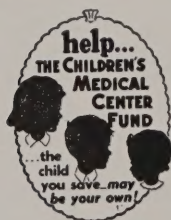
Each time a salesman gets a new customer he forwards form 1103 to the Credit Department. Here is a sample form made up to show the kind of information supplied to the Credit Department by the Salesman.

Accounting here before going into Credit. The other members of the department, Arthur Mellin, Winifred Rhind, Raymond Case and Helen Maroney, have all had training for their jobs. At Chicago Harold Altman and Robert MacLeod handle the Credit work and at Shreveport, O. N. Sherburne. These people also have had considerable business experience. Once a person gets into this department, he seems likely to stay. This tendency is encouraged because it takes a long time to know all the ins and outs of this exacting work.

Yes, They Do!

Do credit people like their work? We put this question to Miss Rhind. "I love it," she says. She can't think of any other job she would have liked so much during her thirty years at Bird & Son. Her job is almost entirely writing collection letters. Every one is different and you never get bored, she says. Every so often you get really fine letters back thanking the Credit Department for their understanding and courtesy in handling a collection. Miss Rhind recommends credit work for women too. She says women are supposed to like to talk and what does she do all day but talk over the telephone and dictate letters! She smiled when she said it.

Credit is often based more on the character of the business man involved rather than on just his financial statement. J. P. Morgan, Sr. sized up men in terms of character and made loans or refused them on this basis. Mr. Morgan was not noted for losing money. Although a stern business man, he based his dealings on men rather than on money. So does Bird & Son. Our Credit Department finds that such a policy pays in satisfied, sound accounts who have been on our books for many years.



Retirement Trust Explained

THE following letter has been sent to all employees who were unable to attend the recent meetings explaining the unit cards of the Retirement Trust. It is reprinted here so that everyone may have this information where he may refer to it at any time.

To Members of the Retirement Trust:

It is a pleasure to enclose your units notification card showing the amount that has been set aside for you in the Retirement Trust.

In case you were unable to attend any of the several recent meetings held at your plant to discuss the plan, this letter will serve as a review of the brief talks which were given to employee groups this year.

As you already know, the Retirement Trust for the Benefit of Employees is a plan for providing retirement income through a sharing of the company earnings with the employees. There is no "joining" of the plan as such. Each of you automatically enters the plan on the December 31 following your completion of five years employment with the company. There are no payroll deductions. The plan is paid for entirely out of company profits. When the company prospers, the Retirement Trust also prospers.

For the year 1948, Bird & Son, inc. and Berry Asphalt Company contributed a total of \$912,995.70 to the Trust. This is in addition to \$828,-

097.99 contributed for 1947. This money has been turned over to the Merchants National Bank of Boston who act as Trustee. The bank invests the money, pays the life insurance premiums, and makes the payments to employees as provided by the terms of the Trust. Once the money has been turned over to the bank, it can *never* be returned to the company but must always be used for the benefit of members of the plan.

Your Share

How is your share of the money determined?

There are two things that count—first, your "base pay" and second, the number of years you have worked for the company. What is your "base pay"? It's your hourly rate in the last payroll period of each year multiplied by 2,080 (52 weeks times 40 hours) or if you are paid weekly or monthly, 52 or 12 times your rate in the last pay-roll period of each year as your case may be. Bonuses and overtime are not included in your base pay.



A large blue spot on the map of Maine, Moosehead Lake with its border of tall spruce, hemlock and pine lures residents of Massachusetts back year after year. One of these is Nelson Bartlett, who contributes this picture of his own bit of Moosehead.

How is the money divided among the members of the Plan?

A system of units is used. This is done only to make it easier to determine your share. Each year you get 10 units for each year of employment with the company and 1 unit for each \$10 of base pay for that year. For example, if you have worked for the company 15 years, you receive 150 units for that and if your base pay is \$2,600, you receive 260 more units for that. In this example you would have a total of 410 units each of which, for 1948, is worth 99¢ — or a total of \$405.90.

Unit Value

How is the Unit Value determined?

Each year the units for service and base pay for that year only are added up for all the members of the plan. For 1948 these units totalled 921,660. The 1948 contribution (\$912,995.70) is then divided by the unit total and the result is a unit value of 99¢ for 1948.

Benefits

What benefits can you obtain from the plan?

Primarily the purpose of the plan is to provide a retirement income commencing at age 65 for men and age 60 for women up to 40% of your base pay in effect at age 55 including your primary social security benefit. Options are available to continue retirement income to your wife or other dependent if you wish.

There are other benefits however. A life insurance policy is provided for you and is payable to your beneficiary in the event of your death before retirement. If the value of your units account is more than the amount of your life insurance policy at the time of your death before retirement, there is an additional death benefit equal to the amount that your units account exceeds your life insurance policy.

If you should leave the company before retirement, you will receive a cash benefit and the privilege of continuing your life insurance at the approximate cost the trust is now paying for you. Your cash benefit is determined by the number of years you actually worked for the company and the total number of years you would have worked had you stayed to normal retirement. For example, if you had worked for the company 15 years and had 15 more years to normal

retirement, you could have worked a total of 30 years. You had actually worked 15 of the 30 years. You would receive 15/30 or one-half of the amount standing to your credit at the time you left. This amount would be paid you in five equal annual installments starting six months after you stopped work. If the total amount due you was less than \$1,000, you would be paid in annual installments up to \$200 until the amount due you had been paid in full.

Life Insurance

The amount of your life insurance depends on your base pay *at the time you first enter the plan*. If you enter the plan at age 45 or less, your life insurance is equal to your base pay. If you are 46 at the time you enter your life insurance is 95% of your base pay, and a similar reduction of 5% for each additional year of age at time of entry into the plan occurs for all ages up to 65. No insurance policy is less than \$500, however, and once a policy has been obtained for you, it is never reduced. You are automatically entitled to more insurance on the next January 31st if your base pay has increased sufficiently to give you at least \$500 of additional insurance.

Earnings Sharing Notice

Each year you will receive an Earnings Sharing Notice Card. This card should be considered as a statement of your account showing you the total amount of money standing to your credit as well as other pertinent information.

Unit Value — This is the key to determine your account in terms of dollars and cents. Balance of Units Account times unit value plus cash value of life insurance equals total dollars and cents standing to your account.

Cordially yours,

AXEL H. ANDERSON,
WESLEY C. AHLGREN,
CREIGHTON HILL,
Committee.

No government ought to be without its censors; and where the press is free, none ever will be.

Thomas Jefferson



James Stanek, Jr., of Uncle Sam's Navy was home on leave when this picture was taken. James, Sr., is employed at our Chicago Maintenance Dept.

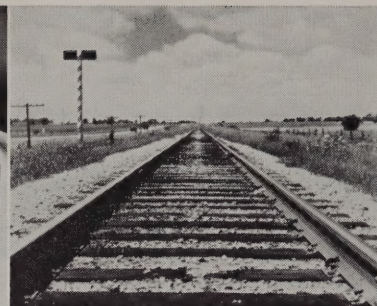
Safety Banners In Two Plants

NO. 2 Box Shop and the Norwood Roofing Plant are proudly displaying large safety banners awarded in April by the Massachusetts Safety Council. These plants both led their groups in safety in the Commonwealth for the first quarter of 1949 — January, February and March.

These banners, hung in conspicuous spots, symbolize hours and hours of safe work in shop and mill. You can't go out and buy awards like these. You have to earn them. So, congratulations to the Norwood Roofing Plant and No. 2 Box Shop. Long may your banners wave!



"IF IT TAKES THREE MEN FORTY NINE DAYS TO DIG A DITCH SIX FEET DEEP, FOUR FEET WIDE, FIVE MILES LONG..."



It takes more than push and effort to beat competition. It takes skill. "Know-How" plus effort will always out-produce just effort. Your greatest asset is your "Know-How."

"Know-How" is the vital ingredient in serving up the kind of dish people like. Better "Know-How" is our ingredient that beats competition, increases sales--maintains jobs!

Know where you are going. When job instructions are not clear, ask questions. You are entitled to know "How" and "Why" and "When." And your ideas for a "better way" are welcome and appreciated.

What is behind a high batting average? Effort plus "Know-How." What is behind workmanship? Effort plus "Know-How." The more you know about your job, the more valuable you are to your team.

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

"It's Up to All of Us!" series courtesy of the Sheldon-Claire Co.

"Know - How"

FOR the last month, the special poster boards in our plants and offices have talked about "know-how" on the job. Know-how makes the difference between just a worker and a really good worker. It makes the difference between just getting by and making progress from the job you are on to a better one — and

after that, to a better one still.

There's probably a better way to do every job in Bird & Son if we were only smart enough to think of it. Someday, someone probably will think of a way to do your job better. And if that someone happens to be you, you will have proved to yourself and to those you work for that

you are a guy or a gal who has the "know-how" necessary for the bigger job higher up the ladder.

Know-how, which you can develop yourself by studying the job you are on and finding ways to do it better, is the surest way to help yourself to a better job and a better standing with those you work for.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of June, and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
John J. White	6-1-91	Retired	58
Michael Kodis	6-1-09	Paper Mill	40
Kostany Geigol	6-1-09	Paper Mill	40
Russell L. Tupper	6-7-09	Supt. No. 2 Box Shop	40
Ludwig Polovitch	6-21-11	Retired	38
James F. Maroney	6-12-11	Watchman	37
Michael Shergals	6-14-12	Retired	37
Francis Massey	6-15-12	Supt. Paper Mill	37
Mike Waytekunis	6-20-12	Finishing Mill	37
George Wallace	6-17-14	Maintenance	35
Thomas Coyne	6-18-14	Paper Mill	35
Waclar Baranowski	6-26-14	Paper Mill	35
John Ready	6-7-17	Paper Mill	32
Patrick O'Malley	6-8-17	Power & Steam	32
Charles D. Savage	6-14-17	Retired	32
Bartholemew Murray	6-15-17	Roofing Plant	32
Francis Sheehan	6-25-17	Flooring Plant	32
James J. Dowling	6-29-17	Office	32
Benedict Muchyn	6-3-18	Flooring Plant	31
Vincent Grudinskias	6-8-18	Paper Mill	31
David E. Bowles	6-3-19	Watchman	30
James B. Maguire	6-23-19	Box Sales	30
August Petrova	6-23-19	No. 2 Box Shop	30
Michael Pennette	6-30-19	Retired	30
Giovanni Fruci	6-22-20	Flooring Plant	29
Vincent M. D'Espinosa	6-23-20	No. 1 Box Shop	29
Martin Wallace	6-26-20	Power & Steam	29
Walter H. Hartig	6-28-20	Advertising Display	29
Frank S. Clem	6-30-20	Flooring Plant	29
William S. Jackson	6-1-21	Drafting Room	28
Alvah H. Bridgham	6-17-21	Retired	28
Leo R. Bernier	6-20-21	Flooring Plant	28
Constanti Lewicki	6-20-21	No. 1 Box Shop	28
Pierino Palazzi	6-20-21	Roofing Plant	28
Carl L. Johnson	6-22-21	Flooring Plant	28
Michael Duffy	6-6-22	Paper Mill	27
Sabino Perniola	6-6-22	Roofing Plant	27
Peter J. Kiarzis	6-13-22	Paper Mill	27
Allan J. Hill	6-15-22	Flooring Plant	27

Edward J. Geraghty	6-26-22	Maintenance	27
Angelo Melino	6-28-22	Roofing Plant	27
George E. Goodwin	6-12-23	Flooring Plant	26
John F. Ahearn	6-16-23	Roofing Plant	26
Roger Flaherty	6-20-23	Watchman	26
Richard T. Murphy	6-25-23	Flooring Sales	26
Joseph Magnani	6-28-23	Roofing Plant	26
Samuel McLeod	6-9-24	Retired	25
Samuel J. Steele	6-9-24	Flooring Plant	25
Mario Boragine	6-9-24	Power & Steam	25
Anna Smith	6-16-24	Office	25
Anastasia T. White	6-10-29	Office	20
K. Hilmer Eklund	6-18-29	Roofing Plant	20
William F. Hall	6-20-29	Finishing Mill	20
James A. Schuller	6-28-29	Finishing Mill	20
Norman J. McDonald	6-1-34	Office	15
Velma Cobb	6-4-34	Office	15
Lili D. Petroni	6-11-34	Maintenance	15
Vaughn C. Allan	6-13-34	No. 2 Box Shop	15
John H. Murphy	6-18-34	Roofing Sales	15
William Simmons	6-1-39	Flooring Plant	10
Joseph T. O'Brien	6-9-39	Flooring Plant	10
James J. Murray	6-20-39	Flooring Plant	10
Peter Kodis	6-21-39	No. 1 Box Shop	10
John C. Olsen	6-5-44	No. 2 Box Shop	5
Alice A. Breen	6-6-44	Office	5
Agnes Kozlowski	6-8-44	Office	5
Helen Maroney	6-8-44	Office	5
Marion L. F. Seastrand	6-12-44	Office	5
Robert L. Nordblom	6-12-44	No. 1 Box Shop	5
Matthew B. Connolly	6-19-44	Flooring Plant	5
Eleanora A. Lori	6-19-44	Office	5
Edith A. Dion	6-19-44	Office	5
Mary P. Curran	6-19-44	Office	5
Orlando S. Keyes	6-19-44	No. 1 Box Shop	5
Joseph M. Flaherty	6-20-44	Flooring Plant	5
William J. Swinnerton	6-21-44	Maintenance	5
Marion Thomas	6-27-44	No. 2 Box Shop	5
Patrick Gilmartin	6-30-44	Finishing Mill	5

PHILLIPSDALE

Walter Gill	6-23-11	Retired	38
R. Leonard Carlson	6-5-17	Retired	32
Albert G. Carlson	6-9-20	Plant	29
Antone L. Alves	6-6-22	Plant	27
Anton S. Vargas	6-10-22	Plant	27
Joseph L. Braga	6-4-23	Plant	26
Samuel D. Gorelco	6-8-23	Plant	26
Onesime Boisvert	6-25-23	Retired	26
Manuel Cory	6-4-34	Plant	15
Oscar M. Lambine	6-1-39	Plant	10
Margaret Pierzon	6-26-44	Office	5

CHICAGO

Freida M. Leonhardt	6-10-29	Office	20
John Dobias	6-24-29	Plant	20
BERRY ASPHALT COMPANY			
Chester C. Eberle	6-1-29	Office	20
W. H. Huffman	6-1-29	Plant	20

Party at Meadows

MEMBERS of the cast of the Bird Club Veterans' Show are being given an appreciation dinner by the club on the 19th. The troupe is made up entirely of volunteers who gladly gave their time and talent. By way of saying thanks, this party at the Meadows, popular dining spot in Framingham, has been planned by the club's committee in charge of the Veterans' Show. Instead of putting on the performance this time, the group can sit back and let someone else entertain them.

There are about twenty-five Bird & Son employees and their friends who have carried their variety show to local veterans hospitals this winter. Everywhere they have been received enthusiastically and have been asked to come back. Now that warmer weather is here the show is breaking up. However, the Bird Club hopes that the good work started this year may be carried on in some way next fall.

Fourteen Games —

Ten Won, Four Lost

By CHET GRUSHESKI, Chairman

THE basketball scoreboard for 1949 reads: Won 10, Lost 4, at the close of the season the first of April. We played in no leagues. All games were with independent clubs, including both Y outfits and industrial teams. Lou Harriman, veteran hoop man, arranged the schedules in the capacity of manager.

Regulars on this Bird Club team were forwards Venterosa and Tarbell, center Milozewski and guards Grusheski and Malacinski.

Next season we hope to continue this sport. The good standing we ended with this year indicates we have here at Bird & Son some real basketball talent.



Bird Club Basketball team. Top, Chet Grusheski, chairman, and Varnish Milozewski. Middle, Tappy Venterosa. Below, Frank Malacinski and Les Tarbell.

Charles A. Delphy

CHARLES A. DELPHY, formerly of the Norwood Roofing Plant, died Easter Monday, April 18. Mr. Delphy retired last July after working here continuously since the summer of 1923. He was always employed at the Roofing Plant, most of the time in Shipping. He had lived in Milton Mills, New Hampshire, before moving to East Walpole and later to Norwood. Mr. Delphy had also been employed five years at the Phillipsdale Plant.

Funeral services were held from the May Funeral Home on Wednesday afternoon, April 20. He is survived by Mrs. Delphy.

Franco Verna

FRANCO VERNA, Norwood Roofing employee, died after a brief illness on May 2. Mr. Verna came to Bird & Son in 1942, first to the Flooring Plant. In 1943 he was transferred to No. 1 Roofing Machine, where he worked steadily up to the time of his last illness.

Funeral services were held from Mr. Verna's home in Dedham, followed by a solemn high mass of requiem from his church on the morning of May 4. He leaves a widow.



John Geary, instructor in industrial safety at Northeastern, addresses a dinner meeting of Flooring foremen and executives in April. From the left are: Stuart Nickerson, H. E. Sawyer, Jr., R. M. Wight, Mr. Geary, A. W. Smith, Carl Johnson and Ralph Hildreth. If you know them well, you can also identify the men back to the camera!

Wanted

To buy, 6 or 7 room house in or around East Walpole. Call Richard Jennings, Walpole 1039-J.

For Rent

House to rent at 94 South St., Walpole. Large enough for two people. See F. R. Meyer, Printing Dept., Ext. 272.

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
JULIA LEWIS

HARRIET PHALEN
MARJORIE PYNE
DOROTHY McELENENY

Receiving congratulations recently on her 25th anniversary with Bird & Son was Mary Nevins of Stenographic. Mary came here for the first time on May Day and since it fell on Sunday this year, it was celebrated on Monday, the 2nd. Mary was surprised with a beautiful bouquet of spring flowers and a purse from her office friends and associates.

Pauline Rafuse and Anne Smith joined the Easter Parade along Fifth Avenue this year and spent the week following also in New York.

George Duley, Messenger, is at last motorized — not in the Office, of course, although roller skates have been mentioned. George now has his own car and no longer has to depend on rides with other commuters from his home in Wrentham. He acquired Pat Curran's former car, a '31 Model A Ford. This excellent vehicle is a black 4-door sedan, complete with radio and 1949 sticker.

Mr. and Mrs. Harold R. Harper of East Walpole are celebrating their silver wedding anniversary during the month of May. Mrs. H. R. is May Harper of Accounting.

Only one week in the year the great old plantations of Virginia are opened to the public to display the famous gardens and beautiful interiors of their mansions. Quite by chance Mr. and Mrs. E. M. Grout took a trip to Washington and Virginia that week — the last of April — and had a chance to see these places as well as Mr. Vernon and Monticello.

Julia Smith of Accounting was installed recently as treasurer of the Norwood Auxiliary of the VFW, Post No. 2452. Julia is a past

president of the organization and is very active in its affairs.

When you have the mumps, the question always comes up whether to say you have "them" or "it". There is no question though that mumps are considered funny. Ask Julia Lewis. She just had them (it).

PAPER MILLS

THOMAS FLOOD
EDWARD GERAGHTY
FRANK NYBORN
GEORGE LAMORE
EDWARD WISNIEWSKI
EDWARD POWER

PETER GLEBUS
DOMENIC MCKENZIE
JACK HOLLIDAY
CAROLYN DELANEY
NINETTE PETRONI

Maintenance Man Bob McLaughlan's reply to Guy Houghton's letter on cribbage appears at the end of No. 2 Box Shop notes. We printed Bob's reply there so Guy would be sure not to miss it.

Speaking of this little feud, our own Heinie Nordstrom hereby challenges Houghton publicly to a cribbage contest. Says he will play for any amount, any time — either at Auburn or East Walpole.

Mrs. Doris Hallowell is welcomed to the Mill Office, where she is working for Ken Rouillard. Doris replaces Ruth Bishop, whose husband, a salesman for Johns-Manville, has been transferred to Portland, Maine.

Bill Ivatts has bought a house in Foxboro and has moved out there. Another new resident of Foxboro shortly will be Jim Barnes. We understand the town has many attractions.

Wendell Palmer, No. 3 Paper Machine, can't figure out why he always has to buy the cokes for Ross and Conroy. You'll always be odd man until those other two lose their double-headed coins, Wendell!



Frank and Fred Eisenhauser — no you aren't seeing double, they are twins — snapped at an in-town business meeting. Note surprised look on the face of the lady in the window! Frank is our Safety Engineer. Fred is employed at the Norwood Press.

Nellie Patinsky received a purse and a beautiful spring flower bouquet from her co-workers recently on the occasion of her Bird & Son anniversary.

NO. 1 BOX SHOP

JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEW

FRANCES FAHEY
EDWARD PADUCK
HENRY JOHNSON

Helen Quackenbush has been studying drama at the Y and will be making her debut in a play in May, says Helen's press agent, Angela Benedetti.

We are glad to see John Zabrowski back with us again after being out with a bad foot.

Vacations have already begun. Charlie Haak and Peter Nielsen are back from theirs.

Benny Maini has already had a vacation too.

We hope Tony Unaly's wife, who has been in the hospital, will have a quick recovery.

Congratulations to those girl bowlers, the Solids! They tried hard all year and made the top. (See pictures of the bowling banquet.)

We extend our sympathy to Julia Alukonis on the recent loss of her mother.

Bill Downing has all the information necessary for anyone interested in vacationing in the Rocky Mountains. Can you tell us how to finance the trip too, Bill?

Recently on the sick list have been Jimmy Loring, Bill McGrath and Vin D'Espinosa, Jr. Red Curran was the first vacation "victim." He spent his at home painting.

NO. 2 BOX SHOP

ELNA GOTTBERG
A. D. SMITH
BARBARA COYNE

JOHN McGRATH
BERTA KUGEL

Spencer Peckham is our newly elected union representative.

Our get-well wishes are extended both to Alma Walsh and to Arthur Kennedy, with hopes they will return to work soon.

Frank LaCivita and family have recently moved into their new home.



W. R. Watson, East Walpole Plant, has his spare time all cut out for him, being owner and skipper of this 29-foot cabin cruiser "Dauntless". Dick is a member of the Braintree Yacht Club and when she is in port the "Dauntless" is moored at Weymouth Landing. This shot was taken on the way to Marblehead last season. Dick says he is planning a cruise to Portland this summer. For the nautically minded, the craft averages 12 to 15 knots, is equipped with a 150 h. p. Gray motor and carries about 80 gallons of gas.

Glad to see Anne Skunes back and feeling fine after her recent operation.

Congratulations to Euplio Puopolo, who completes twenty-nine years of service and to Frank LaCivita, who has been with the company twenty years during the month of May.

We extend our sympathy to Evelyn Baldof on the death of her mother recently.

Our sympathy also goes to Mr. and Mrs. R. L. Tupper on the recent loss of Mrs. Tupper's mother, who lived with them.

George Chapman traded in the trusty old Ford recently for a quite new Chevvie.

John O'Neil walked down that famous aisle on May 7, and took Martha Kelliher as his bride. Long life and happiness to you both!

Attention, Auburn!

TO: NEPONSET REVIEW Editor

I have just read Guy Houghton's letter as printed in the April issue of the NEPONSET REVIEW. I knew how low Guy felt about losing his championship and had intended not to embarrass him further. But since he is making a lot of noise, let me say he is too modest when he blames mirrors for his downfall.

He forgets that most of his time was taken up baby sitting, taking care of his dogs, or looking to see if his buttermilk was still where he left it.

I could beat him blindfolded.

I accept his challenge.

The Place — anywhere out-doors.

The Time — any time Guy feels he is not in a "daze" or can stay out of a "stupor" long enough to decide the issue.

— Bob McLaughlan

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

Dan Keady has been at the Norwood Hospital with a broken leg, which he sustained in a sudden fall during a freak windstorm. Latest reports say Dan is mending nicely. We send him our best wishes.

New cars in the Shipping Dept.: Joe Fameli traded his old Graham for a '41 Pontiac; Ettore LeProtti has a '41 Chevrolet; Johnny McDonald has a brand new Ford Six.

Antonio Vila Boa of No. 1 Machine sailed the last of April from New York on a leave of absence to visit his family in Portugal.

Another traveler is Bill Murray, who plans to spend the summer in the Emerald Isle and return here in September.

Friends of Paul Kruchas are extending him their sympathy on the loss of his wife, who passed away on April 13.

We were deeply shocked to learn of the sudden passing on April 18 of Charles A. Delphy. He retired last year after many years of service in the Shipping Department. We extend our sincere sympathy to Mrs. Delphy.

Dorothy Dargan was the proud recipient on her birthday of a lovely hope chest from her fiancé. Dottie hasn't told us the date of her wedding as yet.

Andy Wright was one of the performers in the Clan Sutherland Scottish night put on April 29 at the Walpole High School. It was a fine show, Andy!



Forrest Clark, who was married recently, receives a Telechron mantle clock as a wedding gift from co-workers in and about the Roofing Lab. In the picture, l. to r.: Stan Sallie, Don Frazier, the bridegroom, Edmund Jones, Len Weaver, Jennie Ippoliti, Jim Hanley and John Lukko. Other well-wishers did not get in the photo at the time.

Congratulations to Harry and Mrs. Dresser, who recently observed their forty-second wedding anniversary, taking a drive up around the Mohawk Trail.

With all the new building being erected, the Roofing Mill has certainly taken on the new look — to coin a phrase! The new offices will be located on the second story of this latest building — real modern and up-to-date!

The wheels of politics are humming again. It's time to elect new union officers for Local No. 896, UPA, CIO. We'll let you know how it comes out in the next issue.

Norman Greene has acquired the title of "Boll Weevil" of the Roofing Mill after coming to work with a real Dutch boy clip. It looks comfortable anyway.

The flu, gripe, virus X, or whatever it was this spring, had the following men in Shipping

laid up — "Hink" Hathaway, Wally Prebis, and Mike Benedetti. All are recovering pretty well now.

Joe Strumskis is sporting a new Plymouth. Pleasant motoring, Joe.

Leonard Nordstrom is already thinking of his Thanksgiving turkey. He bought eight baby turkeys and is raising them himself. That's one sure way of getting yourself a drumstick.

Richard Barberry announces the arrival of a 6 lb., 10 oz. son, born April 14, named Michael Edward. Congratulations, Dick, and thanks for the cigars.

Gus Purpura was the first of the Maintenance crew to take his vacation, which he spent leisurely around his Norwood home.

We are glad to welcome Jim Weir back to work following an operation.



This freight car loaded for Lever Bros. came off its wheel trucks and bounced against a platform several times before finally toppling over on its side. This was near No. 1 Box Shop. No one was hurt. At first it was thought that the car would have to be unloaded before it could be righted. Loaded, it weighed 30,000 lbs. However, the railroad wrecker came and was able to raise it "as is" within a couple of hours. The cases inside were first checked for possible damage and then, still loaded, the car was hauled to the repair shops. Here it was repaired and the next morning sent on its way, good as new, to our customer.

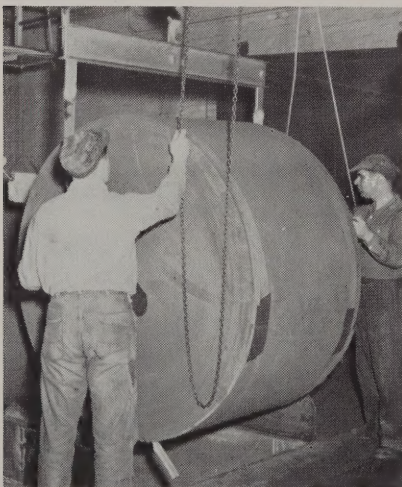


John Instasi of the Roofing Plant is the proud parent of 3-months old Joan Marie, shown with daddy in this picture.

How many of you, dear readers, have ever taken part in a felt smishing — smelt fishing, we mean — trip? Word has been received that Ralph Kemp and his party did. After walking for three hours through woods, they continued their journey by rowboat. Finally they reached the Inner Sanctum, the pelt smond — smelt pond. Readers, believe me, after dipping and sweating for three more long hours, they gave it up as a bad job. You will see why when I recount to you how small was their conquest of the fishy kingdom. In the six 5-gallon pails that were so laboriously lugged so far was one — just one — little smelt.

Mario Lach is welcomed as the new Clerk in the office of the Granule Plant. He replaces Arthur Armour, who has transferred to the Plant.

James MacLellan of Shipping has just moved into his new home on Hill Street, Norwood, which he built during his leisure time this past winter.



One of the jumbo rolls of dry felt from Phillipsdale is being set in place at No. 9 Roofing Machine. To handle these large dimension rolls a new pit was built in this spot and a crane and cable rail were installed. Handling the hefty roll are John Foley and Gordon Seabury.

Your Correspondents



REVIEW correspondents from Flooring. In front, left to right: Matty Connolly, Peg Mulvehill, Dorothy Hawes and Russell Richall. Back: James Connolly, John Grover, Charles Novick, Dick Ellis and Charlie Cobb. Clarence Phillips, also a reporter, missed being in this shot.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY
RICHARD ELLIS
JAMES CONNOLLY
CHARLES COBB
CHARLES NOVICK

DOROTHY HAWES
M. MULVEHILL
CLARENCE PHILLIPS
JOHN GROVER
RUSSELL RICHALL

Marian Kissell is the first one from the Print Machines to take his vacation. He spent his week visiting his family in Nova Scotia.

Congratulations to Russell Watts on his recent marriage.

We welcome Kenneth Smith as new Messenger at the Flooring Plant.

Gus Mackys took an early vacation, a motor trip to Washington, D. C., and thence to upper New York State.

A Laboratory romance has flowered amongst the Bunsen burners, crucibles, pipettes and such — with the engagement of Research Chemist Suzanne Kaldeck to Research Chemist Ira Gray. Suzie has been with us since 1945 upon her graduation from Simmons. Ira has been here somewhat longer and had over three years in the Navy not too long ago.

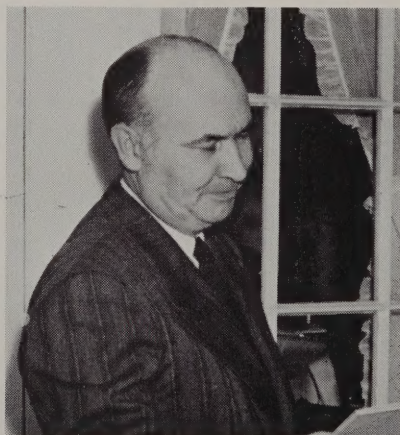
Al Hayward is getting his horse in shape for the trotting season at Foxboro.

Welcome to Francis Kenefick and Bernard Whidden in the Print Machines Department.

Popular Field Day Will Be Repeated

SO many people had a good time — from the youngest child to real old-timers — at last year's Field Day that there is going to be another one this June. The Field Day will be held again at Bird Park, East Walpole. The date will be Sunday, June 19, and the weather fair, we hope. Do you remember what a beautiful day it was last year?

The Bird Club Entertainment Committee, Joe Coburn, Chairman, is planning fun for all. There will be races, a merry-go-round, and other out-door activities. The committee members assisting him are: Hilda Rafuse, Julia Lewis, Carolyn Delaney, Angela Benedetti, John McDougall, Edward Wisniewski, Hugh Boulter and Eleanor Garland.



It was Tom Rogers' 25th anniversary with Bird & Son. At a recent Foremen's dinner, Tom, an enthusiastic golfer, was presented with a folder designed to represent a putting green. Instead of the customary golf balls lying on the green, Tom found a number of crisp bills. Thanking his associates for their gift, Tom quipped, "Best looking greens I ever saw."

Decorating The Living Room



PLAN your living room for full-timeliving. Plan for relaxed entertaining, letter writing, enjoyment of books, music, radio and television — all the interests that create happy living for your family.

You'll want some brilliant color in your living room, but be careful. Make sure your over-all scheme is restful, warns Christine Holbrook, Home Furnishings Editor of *Better Homes & Gardens* magazine.

You'll be safest with plain walls. If you have an old living room, paint over any bad features — radiators, fireplace, woodwork, doors — with the same color you use on walls.

One Pattern

When buying materials, get just one pattern. For the rest of the room choose solid colors picked from the pattern, and perhaps a harmonizing stripe. With patterned walls, use plain draperies and rug. With patterned rug, everything else in the room must be subdued.

Wall-to-wall carpeting gives a restful, unbroken line and makes a small room look larger. When you use small throw rugs, remember two rules: (1) Make a rug part of a furniture group. (2) Place throw rugs square with your room.

Simple windows are the loveliest. While most curtains are floor-length, feel free to use them sill or apron length in an informal room. You may want some kind of blinds for light control and privacy. Or mount draperies on traverse rods so they can be pulled at night.

Don't buy or even keep a single piece of furniture you don't need. When you buy, select pieces that look well together but still keep some personality of their own. Sec-

tional units, a pair of easy chairs, or matching end tables are a wise buy.

The Right Furniture

When you shop be sure to pick furniture in scale with your room's size. If you have a small room, take advantage of today's double-use furniture; cabinets that combine desk, bookcase, and general storage — sofas that turn into beds — occasional chairs that may be moved easily. Don't be afraid to combine wood finishes. Bleached and dark woods complement each other. A room full of pale furniture takes on new sparkle if you add a strategic piece or two with red, dark green, or black lacquer finish.

Make it Over

Are there years of wear left in the furniture you have? Then fit the upholstered pieces into your new decorating scheme with fresh slipcovers. Bleach or lacquer old furniture to make them real assets to a room.

Every room should have one *dramatic spot*. This center of interest may be a fireplace, or a bay or picture window. Balance furniture on either side of your strong feature to play it up. If your room has no natural center of interest, you can make one with a wall of bookshelves, or even a good sofa grouping. Provide plenty of seating where you can chat with friends. Near every seat there should be an end table or coffee table for ash trays and refreshments. As you plan your room, bear in mind the natural traffic lanes through it. Keeping them clear will save you many steps.

Girls Will Have Softball League

by KAY GULLICH, Chairman

NOW that the baseball season has come again and daylight saving is here, the girls are discussing a softball league. We have two teams signed up and at this writing are planning our schedule. In the next issue of the REVIEW we will have more news for you.

Suggestions

OUR Western and Southwestern Divisions accounted for several winning suggestions in April. The Chicago Plant sends in the picture of its idea men on page 14, Messrs. Soltan, Moore and Jones. Total number of accepted suggestions this month is less than last year, but it looks as though the May crop would make up for this shortage.

Additional \$10 awards, the bonus for having five accepted suggestions, were won by Charles Makarevich, Edward Moore, Anthony Soltan, William Letts, Edgar Vatcher and Fred Turco.

G. B. Brown of Shreveport was voted a Special Award of \$10 for his good idea called, "Belt Adjustment Roll for Shingle Machine."

Have you entered *your* ideas in the suggestion system recently? You've nothing to lose.

See who won in April:

\$10 AWARDS

Eleanor Brylinsky, FXB
Thomas Jones, FCJ
Malcolm M. MacDonald, FBM
Charles J. Makarevich, AF
*Edward Moore, FCM
Anthony Soltan, FC Samples

\$5 AWARDS

Luigi Cicolani, FBV
Joe Famelli, FBV
Frederick W. Feaver, FBN
Percy A. Landry, FBM
*William A. Letts, FBC
C. W. Ragsdale, FSPM1
Joseph Ralkavich, FXR
Fred P. Turco, FBPM7
Joseph Watkins, FBPM9

*Two accepted in this class.

Acknowledgments

Your kindness and sympathy will always be held in grateful remembrance.

Mrs. William Allen and Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.

The Alukonis Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mrs. Charles Delphy

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mr. Paul Kruchas and Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mr. and Mrs. Coleman Coyne and Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mr. Fred Balduf and Family

We wish to thank you for the beautiful spray of flowers you sent us at the time of our loss.

Mr. R. L. Tupper and family.

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mrs. Dennis J. Broderick and family.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Bowling Ends - Golf Begins



This team was beaten this season by only one of the fourteen teams in the East Providence Bowling League. They finished in second place. They are, left to right: back, Bob Pearson, Howard Inman; front, Bill Kanoski, Joe Rakutis and Captain John Cyronak.

Good Showing in Industrial League

The Interplant Bowling League finished its first post war season with everyone happy and some fairly good averages. The Machine Shop team for some unknown reason came out on top and won the right to have the plant cup inscribed with their name. The five highest averages were Mat Pino, 104; Cliff Soderlund, 100; Joe Wynne, 99; Joe McBride, 99; Ray Nolan, 99. Mat Pino got the high three-string record with 380.

The Bird team in the East Providence Industrial League took second place in the final standing with one of the men getting a high three-string of 403 and a record breaking single of 165. The final averages were as follows: John Cyronak, 116; Howard Inman, 110; Joe Rakutis, 104; Bob Pearson, 104; Bill Kanoski, 103.

Joe Wynne gave strong support as a substitute when needed, helping out for about a third of the season. Captain John Cyronak got no lower than 306 for three strings any night he bowled.



Winners in the Phillipsdale Plant Bowling League are, back, Bill Queenan and Mat Pino; middle, Ben Pino; front, Joe Queenan and Andy Oates.

Golf

GOLF in the East Providence Industrial League started on April 25 at the Segransett Country Club with Bird one of the favorites. Bill Kanoski says he has a larger and more experienced group to play with — and he is more than willing to demonstrate his new improved and

streamlined swing to anyone interested. Among those he is banking on are Bob Pearson, Angelo Medici, Ed Smith, Johnnie Arruda, Phil Gior-dano and Herb Chamberlain.

Other teams in the league are Mason-Abrasive, Kennecott, Rumford, Socony, Collins & Aikman, Glenlyon and Tidewater. The wise boys say Glenlyon and Kennecott are the ones to beat although Collins & Aikman might be a dark horse.

Phillipsdale Notes

Ralph Bennoch was among the first to take his vacation this year, spending his time beautifying his new bowling alley in Wrentham.

Joe Queenan has been looking like a new 1949 Gold Rush in reverse. The Pyramid Clubs have been moving east.

New cars this month include Harriett Neill's Chevrolet, Tony Tirocchi's almost new Plymouth, Johnnie Borges's "new to him" Chevrolet and John Gecawich's Pontiac, also "new".

Mat Pino has been telling us how he enjoyed his recent air trip to New York to see the Gravelin-Williams bout.

Bill Andrew was on the short end of an April fool joke when someone called his home leaving a message for him not to come in.

Gil Dias got a new upper lip for Easter. He finally gave up trying to raise a moustache and shaved off what little he had.

Al Carvalho is being accused of trying to feed his chicks on the wood shavings which he takes home from the mill each night. We understand he is trying for a new egg flavor.

Antone Dias was proudly showing the boys a pair of shoes he wore 25 years ago when he first came to work in the Shipping Department. They were very good looking shoes too.

Albee (Hemo) Boisvert got quite a surprise recently when he opened his lunch bag to find uncooked eggs, bacon, waxed paper and a pound of fancy cookies. Hemo had picked up the wrong bag when he left home so he just cooked some eggs and bacon to eat with the cookies.

Joe Fisher has been doing quite a bit of repair work on his home. He painted the house inside and out, put new gutters on, built a fence and painted it, and now he is going to paint his two-car garage.

We hope that by now Carl Soderlund and Armand Roy are back to work again. Carl has been laid up with pneumonia and Armand with scarlet fever.

Henry Dutra recently made a trip to New Hampshire with his truck, bringing back a load of lawn chairs which he sold in two days. He is getting set for another load soon. It

looks as though Allen Perkins has some competition.

Dick Carlson of the Laboratory went fishing recently but counts the day as a total loss. He was stopped by an officer going through Fall River, fished all day with no luck and got

lost on the way home. The next time he is going fishing in Seekonk.

Congratulations are in order for Wesley Scofield on the birth of a son, August Lamont, born April 14. The boy weighed 6 lbs., 14 ozs., and everyone is doing fine.

Farewell Parties for Chick Cambell

CHICK CAMPBELL is receiving congratulations on his appointment to new duties at the Chicago Plant. In his two years at Phillipsdale he has become well liked and we all wish him the best of luck in his new job.

The office girls gave him a "surprise" luncheon Tuesday, April 19 (see picture). At a gaily bedecked table in the Conference Room, a wonderful meal prepared by the girls (and their mothers) was served to the office force. Bob Pearson officiated as the capable carver. A traveling alarm clock was given Chick so that he will be able to get up on time while he is waiting for his family to move out with him.

The foremen presented Chick with a "lifetime" razor at their April meeting, together with miscellaneous advice as to its proper use.

On Monday, April 25, an all mill party for him was held at Johnson's Grill. With Joe Queenan acting as master of ceremonies, he was given a traveling bag.

Good luck on your new job, Chick.



A familiar landmark at the Phillipsdale Plant comes down. Because of the new power plant, this 42-year old chimney was no longer necessary. Reaching some 200 feet up, the stack made men up on top of it look pretty small from down below. Phillipsdale men didn't take the chimney down. The job was done by the Mid-Air Construction Co. of Providence.



Chick Campbell enjoys himself at a luncheon given by the Phillipsdale office girls in honor of his appointment to a new job at Bird & Son, Chicago. Chick is at the head of the table. From the back at the left are Alyce Seeley, Harriett Neill and Robert Pearson. On the right side, from the back are Florence Hussey, Margaret McLaughlin, Margaret Pierson and Ralph Bennoch.

For Free!

I'M an old familiar product you've seen advertised around. I was one of the standard brands long before brands or standards ever existed. I was just as vital in your great-great-grandfather's life as I am in yours, and I'll be just as vital in your great-great-grandson's life. But in spite of my time-tested pedigree, the retailers claim I've always been tough to sell.

What's wrong? Can't be lack of advertising. I've been displayed in papers and magazines from coast to coast. Can't be lack of selling points. I've been a bargain since the dawn of history. What's more — I'm for free! That's right. I've never cost anything!

What do I offer? A few advantages like happiness, health, well-being, security, and life itself. I don't claim to prevent dandruff or halitosis, but I've been known to prevent human pain, sorrow, tragedy, poverty, death. Not bad for a free product!

Why can't I go over like foamy super-duper toothpaste, or those magic girdles that do so much for women who have so much? Or those perfumes that cause men to leave home? I won't deny that it's got me baffled, or that it's brutally discouraging, but don't you think for a memento that I'm thinking of calling it quits.

The campaign will go on. I'll keep hammering away at human waste, indifference, ignorance. I'll sell myself to mankind if it's the last thing I ever do — or else my name isn't SAFETY!

—Original Author Unknown



Joe Queenan of the Phillipsdale Plant struts his stuff as end man in a local minstrel show. Man, where is yo' goin' with that chicken?

NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA GEORGE, VIRGINIA O'BRIEN, LAWRENCE PETERSON



Suggestion winners from Chicago accounted for four No. 2 awards and two additional \$10 awards for April. Here they are: Anthony Soltan, Sample Department, Edward Moore, Machinist, and Thomas Jones, Inspector.

Chit Chat

We understand there has been a new Mercury club formed around the Chicago Plant. Newly acquired members are W. W. Wilson, Western Manager, R. A. Wohlberg, Sales Service Manager and H. A. Brandau, Traffic Man. There is also another prospective member, Al Bohnenberger, Master Mechanic. Al has the new car fever and we expect him to blossom out with a new one any day.

We're sorry to hear that Mary Henry of the Sample Room has been ill with the flu and hope she will return shortly.

Raleigh Stearles of the Cleaning Dept. also is



Proud grandfather of this sturdy young man is Edward Moore of Chicago Maintenance. He is John Paul Somers.

out and we hope he will be back in the near future.

Ed Moore of the Machine Shop is riding in the clouds since he started driving a new Buick.

Agnor Oberg of the Maintenance Dept. has spring fever. A good dose of sulphur and molasses would take care of his trouble.

We're sorry to hear of the accident to Mrs. Joseph Blosky, wife of Joe Blosky, Foreman of the Blowing Dept. Mrs. Blosky's accident occurred at home, but she is recovering rapidly.

Sir Stork is going to have a very busy time in the next few weeks. The next edition of the REVIEW should show two or three new fathers. George Alsop of No. 1 Machine became the father of a baby boy born on Good Friday.

James Stanek, son of James Stanek, Sr., of the Maintenance Dept., recently stopped in for a visit before leaving for Corpus Christi, Texas. He is with the Navy Air Corps and expects to get some sea duty in the near future. (See picture on page 5.)

Girls in the Sample Dept. welcome Lillian Grembowicz, who was recently transferred from No. 2 Machine to their department.

It is noted in the local paper that Bill Falstrom, Foreman of the Shipping Dept., will soon have a new daughter-in-law. As the old saying goes — "You don't lose a son; you gain a daughter."

Several people have been wondering what has been going on behind the doors of the Engineering Dept. There was a sign posted on the door — "Quiet, Genius at Work. Keep Out — Measles." We didn't realize that Trontell, Wiggins, Finch and Brunner had the measles. Hope you all get well fast, boys.

It's a girl at the Don Van Arkels'. Carol Lee arrived on April 11, tipping the scales at better than 8 lbs. Congratulations, Don!

Fight to Finish Marks Bowling End

ON Friday night, April 22, Insulated Brics continued to maintain their six-game lead over the Master-Bilts to win first place in the plant bowling league. Standings were as follows:

	Won	Lost
Insulated Bric	53	31
Master-Bilt	46	38
Proslate	43	41
Insulated Stone	43	41
Pariod	43	41
Tri Tab Hex	40	44
Art Edge	39	45
Waterdyke	29	55

The battle was not for first or second place but for third. The Proslate team bowling against Insulated Stone dropped two to the Stones and created a two-way tie for third spot. Then the Paroid team — a dark horse for third place — came up with three wins over the Waterdyke team, making it a three-way tie. This battle for third place is the closest finish we have had in the young history of the Bird & Son Bowling League. It has been a fight right down to the finish. Next month we will publish the results, which were rolled off April 29.

High Scorers

Casimer Rauba of the Tri Tab Hex team bowling 228 on April 8, walked off with the high individual game for the year and a prize for that big game. Ray Coglianese won the individual high series award early in the season. His total, 598. The Master-Bilt team copped the prize for both high team game and high team series. They won the high team game from the Art Edge, bettering their 812 by ten pins. The Master-Bilts' record of 822 meant an average of 163 pins per man — no handicap involved. That's bowling! Bill Falstrom and Wallie Wiggins were key men in this game, bowling 192 and 178 respectively.

One of the closest fights this season was the battle for the yearly high average between Ray Coglianese of the Insulated Stone and Chuck Finch of the Art Edge team. Going into the last night, Ray had less than half a pin advantage over Chuck. With two

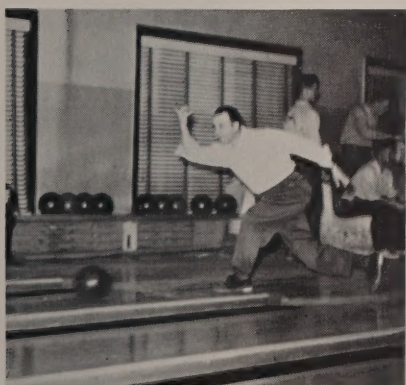
very good games and one fair game, Chuck Finch managed to pick up the vital one pin and win the yearly high average with 158.8. Ray was right behind with 157.7. It was a very close fight and was not decided until the final game on the 22nd. Ray Coglianesse had several bad breaks, coming up with a few railroads and a couple of splits which hampered his usual stellar game.

Everyone is looking forward to next September when the League will start again. Our hope is that we can add two more teams to the League, making it a ten-team league. This is a reminder to all those who didn't bowl this year to come on out next fall.

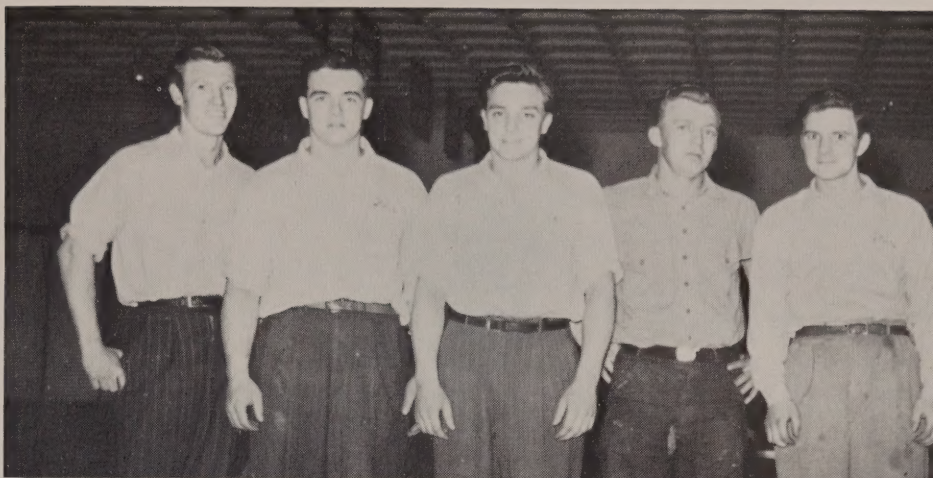
Bird League Alley Artists



Chuck Finch, Art Edge team, turned in top high average with 158.8.



Ray Coglianesse, Insulated Stone team, scored second high average with a 157.7.



Above. First Place Team, Insulated Bric: James Stanifer, Paul Scheide, Ed Scheide, Bill Larson and Stan Roszak, all of No. 4 Machine.

Next. Second Place Team, the Masterbilts: Wally Wiggins, Roger Sumner, John Trontell, Bill Falstrom and Jack Guilfoyle.



Paroid and Waterdyke Teams watch while Lenny Miller figures out a close game. Mrs. Pearce, wife of Marty of the Paroid Team, is looking on.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Plant Honored By Local Safety Council

278,712 Man Hours Without Injury in '48

THE Caddo-Bossier Safety Council made ours their first award for 1948 records. (See picture). The Shreveport Plant, including office and supervisory employees, worked 278,712 man hours without a disabling injury. The credit for this record rightfully belongs to the men in the mill. Two other important contributing factors are management and the foremen (who in our case are

on the Safety Committee). Where management actively supports a safety program and the foreman is constantly alert for hazards and dangerous work practices the employee will always do his part.

Our employees know they have the most at stake and therefore appreciate the interest their foremen and company take in their safety.

Coca Cola Fizzles Out In Return Bowling Match

THE Bird & Son bowling team accepted a second invitation to bowl on the alleys of the Coca Cola Company. Those who participated were: L. L. Williams, Frank Markham, N. K. Steenhill of Rust Engineering, and Edwin Sompayrac. The Bird team beat the Coca Cola three straight games. However, one of the Coca Cola men, Floyd, helped the Bird team win by playing on our team to even up the sides.

When the bowlers found the games would last longer than had been expected, Frank sent his son, Scott, age 8, out to telephone his mother and explain they would be a little late. Later on Scott was called upon to revise the estimate as they would not be late but later.

N. K. Steenhill said his wife cautioned him about prevaricating regarding his scores at the bowling tournament. We wonder what he told her regarding his second game when he made 104! (This was the low score of the game and won the consolation prize of 10¢.) He wasn't very consoled when he discovered that the low man had to buy Coca Colas for the entire group of 14.

He is now so interested in the bowling contests he has rented an alley at one of the downtown emporiums in order to get in some practice before the Rust Engineering Company can challenge the Bird team for a contest with them.



This picture appeared in the Shreveport Times, April 8. U. S. Goodman, Vice President of Caddo-Bossier Safety Council, makes a safety award to L. L. Williams, Southwestern Division Manager. Holding the flag is the Safety Committee. Front row: N. R. McNeill, D. L. Oliver, Jr., Frank Markham. Back row: G. D. Davidson, G. B. Brown, W. F. Winkler, W. L. Smith and P. O. Johnson. B. P. Soward and R. N. Potter were not present at the time the picture was made.

Berry "Train"

When we saw the picture of the Berry Asphalt Company's train in the March REVIEW, we thought they got the idea from a visit to Bernie Soward's office. Each month when a new blotter is received from Berry Asphalt, the "switching crew" (B. P. Soward and N. R. McNeill) is called out and the tank car is quickly connected to the train. To date, this train extends around one side of the room with a double-header engine, 14 tank cars, and a caboose. We agree that Junior isn't the only one who likes trains!

Shreveport Speaks

Gertrude Salter motored to Galveston, Texas, over the week-end to visit her mother. We were glad to hear she found her mother quite improved after several weeks' illness.

When members of the Bird Family start telling things that have happened to their boys, Dick Potter can usually match any of their stories with something his little tom-boy daughter, Libby, has done. She is now recovering from a sprained wrist caused by falling out of the top bunk of her bed while trying to adjust some clothes pins on a not-so-nearby line.

It seems that April has been a bad month for the folks at Shreveport. Maybe we were too anxious to shed our winter wraps. However, we're happy to see the following members of the family back at their places after brief illnesses: G. D. Davidson, Lucille McMurtry, C. C. Nash, Percy Landry and Charles Sales.

Alvin Patterson has been in the Tri State Sanitarium. We wish him a speedy recovery.

Harold Maricelli and Howard Jackson both bought new homes recently and are at present building garages and storage houses.

Leonard Gongre has decided to drive the old bus another year. He had it re-upholstered, repainted and dressed up with a new set of white wall tires. Looks nice!

You can imagine D. L. Oliver's surprise when he drove into his father-in-law's service station and started in his usual manner to help himself to 5 gallons of gasoline. A warning of, "You better leave that pump alone!" rang out and investigation showed that a swarm of bees had taken over the pump and deliveries were made from an additional pump. Oliver was very happy to oblige and leave the bees to enjoy the aroma of the gasoline.

Dick Potter recently changed from the real estate market to the new car market. However, after explaining his plans to Mrs. Potter, he switched back to real estate again.

Phil Johnson was recently introduced to the first degree of F&AM Booth Lodge by a group of Bird employees. He has since completed the other two degrees and is a Master Mason.

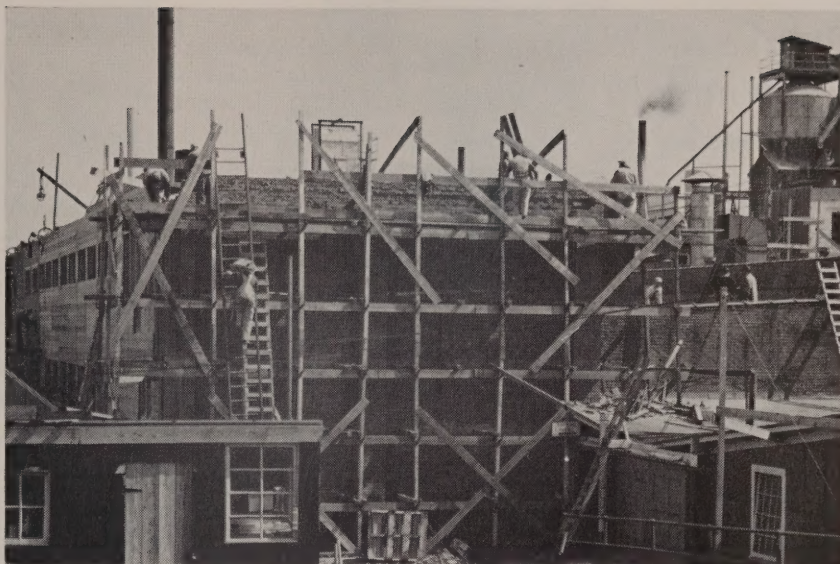
Homer McNeely came up to see us the last week-end in March. He looks as good as the first day he came to work for us. Uncle Sam's doctors say however, that he is not yet ready

(Continued on page 20)

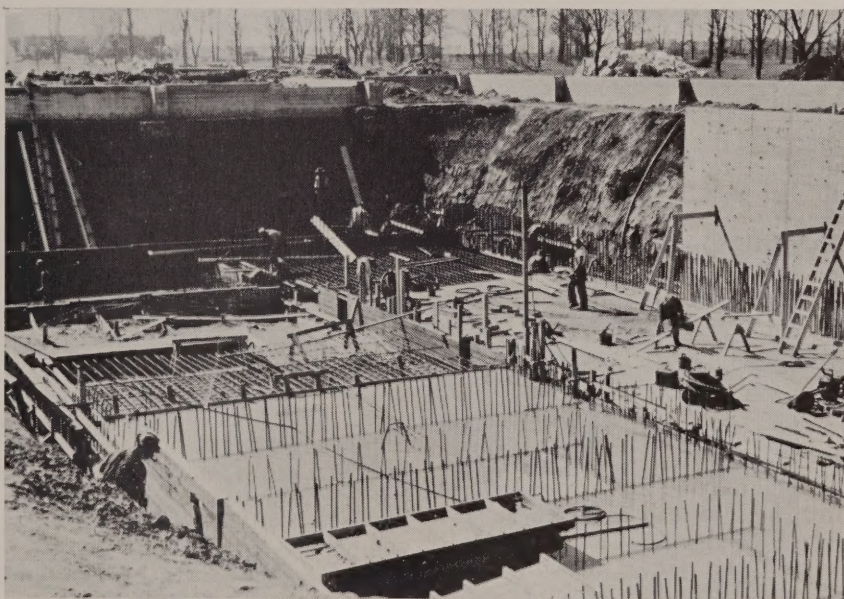
Built To Last

PICTURE of construction for the new felt mill at Shreveport shows basement slab, forms for basement wall and wall for building proper in background. The floor of main basement is 18 feet below ground, floor of sump is 8 feet further down. Water table is about 16 feet. The problem of excavating below the water table was solved by use of wellpoint system. This is an interesting mechanical arrangement of a pump connected to a series of pipes set vertically in the ground. The end of these pipes is screened and when the pump is

The Jobs Progress



A month's time makes a lot of difference. Compare last month's REVIEW picture of the latest construction at the Norwood Roofing Plant with the above.



Basement of new Shreveport felt mill. The accompanying story tells some of the engineering headaches that go with construction.

started the water level is lowered to the top of these screens, thus permitting work to continue above that level "in the dry."

About half the basement space will be concrete chests to hold material in process. Balance of basement is for pumps and agitators for the chests.

The concrete bottom of basement is 24 inches thick reinforced with 1-inch square rods — 6-inch centers both ways. To the uninitiated these fig-

ures don't mean much, but the thing to remember is never try to relocate an installation like this. Approximately 450 cubic yards of concrete were poured into this slab. This is enough to pave an 18-foot wide, double lane highway about a quarter of a mile long.

All figures are rough and some tolerance should be allowed by you would-be engineers if you start checking.

Bird Club Sports

Steaks and Lobster Wind Up Bowling

FELLOWS and gals, more than one hundred fifty strong, invaded Cain's Lobster House, Weymouth, Saturday night, April 23, to celebrate the end of a bang-up good bowling season. By the time the Bird Club bowlers were seated at the festive boards, there weren't many places

Men's Golf Opener

By JOHN WOLOSHYN, Chairman

APRIL 26 opened the Men's Golf League with forty regulars and fifteen substitutes. The night wasn't as cold as it was a year ago, but it was still windy and chilly. At first it looked like a regular Tuesday golf night with rain to postpone our match, but it cleared toward five o'clock and we were able to play.

The captains of the four teams are: Ralph Watson, Bob Preble, Joe Cleary and Benny Baranowski. Their duties are to fill vacancies from our sub list and to collect the kitty money.

We still give prizes each week to the two players getting nearest the pin on their second shot on holes no. 2 and no. 8. The winners for the first night were Tom Rogers on hole 2 — 30 inches from the pin — and George Johnson on hole 8. George landed within 15 inches of the pin on his second shot.

Captain Preble's team was leading after the first match with Watson's team second and Cleary's, third. Benny's team got off to a slow start, but just watch them pick up before the end of the season rolls around.

Baseball

By JOHN GLEBUS, Chairman

BIRD Club baseball started this year with the first practice May 7 at East Walpole. We have joined the Norwood Senior League, which calls for play two nights a week. Independent games will also be arranged for Sundays. Some of these will be in East Walpole, some out of town.

We will have more complete news on line-ups and schedules in June.

left for the casual couple who might drop in for a Saturday night dinner and dance. It was Bird & Son night at Cain's for sure.

The banquet was good — very good. If one bowler's three steaks were any indication, no one should have gone away hungry. Before the house musicians arrived, company talent entertained the crowd for a bit. Victor Narciso took over at the Steinway keyboard, accompanying Frank Shumski at the mike singing "I would gather stars, etc." Ted Pierce then favored with a vocal selection.

After the last spoonful of ice cream was gone and everyone had had his dinner coffee, Dick Sprague, co-chairman of the men's league, took over and awarded prizes to the season's top men bowlers, who received their awards amid cheers and friendly boos from their pals. (See below for the winners.) John McDougall, as Vice President of the Bird Club, had been prevailed upon by girls' chairman, Pat McDonald, to hand out the girls' prizes, which he did very handsomely. All prizes were cash.

After Dinner Notes

Another of the evening's high spots was the one-man (practically) floor show. This versatile personality not only kept up a running line of his own but also had a neat retort for any contributions from the audience. Four Bird & Son men assisted him in a hat swapping act and nearly brought down the house. These hardy souls were Mike Malacaria, Nick Radzwill, Warren Anderson, and Nunzio Julius. One of the four during the act was so badly mauled by his over-eager buddies that he had to be retired to the sidelines.

Bowlers seem to like to dance too. If you had never rubbed elbows with your fellow workers before, you certainly did that night on the dance floor. It was all good fun, though, and as the crowd drifted away, there was more room for those who wanted to trip the light fantastic.

Much of the success of this fine evening is due to the efforts of co-chairmen John Hutchins and Dick Sprague who made all the arrangements and saw to it that everyone had a good time. Invited guests at

the affair included the officers of the Bird Club.

Following are the final results of the men's season. Results of the girls' bowling were given in the April REVIEW.

TEAM	WON	LOST	PCT.	PRIZES
FBW	142	8	.947	\$10.00
FFV	117	33	.780	9.00
PFL	91	59	.607	8.00
FBV	87	63	.580	7.00
FF	84	66	.560	6.00
FBI	80	70	.533	5.00
FX-2	79	71	.527	5.00
FB-GEN	77	73	.513	5.00
EM	73	77	.487	5.00
ERB	66	84	.440	5.00
FFG	60	90	.400	5.00
A	58	92	.387	5.00
FX-1	55	95	.367	5.00
FFN	48	102	.320	5.00
FBPM-1	42	108	.280	5.00
EMT	40	110	.267	5.00

Prizes were also awarded for high individual averages and high single and three-string totals.

GROUP	HIGH INDIV. AV.	2ND DITTO
1	Richard Wenstrom	Roger Percy
2	Sam DeFlaminis	Edw. Knaus
3	Romeo Valerio	Frank Shumski
4	Larry Hewins	Rocky Grasso
5	Garnet Patterson	Donald Brennan

GROUP	HIGH 3-STRING	HIGH SINGLE
1	Joseph Jarlis	Jerry Chisholm
2	Edw. Mingles, Jr.	Nick Radzwill
3	Sam Piraino	Hilton Taggart
4	Chet Ambruskevich	Everett Fuller
5	Thomas Coyne	Frank Vietze

Banquet Candids

- Louise Wozniak receives award from John McDougall.
- Dick congratulates Dick, as Wenstrom receives prize for highest individual average from Sprague.
- Four of the five members of the Solids, winning girls' team: Jennie Mike, Louise Wozniak, Julia Notarangelo and Catherine Bellew.
- General dancing follows the floor show.
- "Laugh — I thought I'd die..." This is the hat-swapping act. (See story.)
- The girls and boys all had a good time. McDougall doesn't seem to be at all alarmed at being surrounded by this bevy of beauties.
- Co-chairmen of the men's league confer — Dick Sprague and John Hutchins.
- Pat McDonald, efficient chairman of the girls' league, goes over her lists with John Hutchins.
- If they look hungry, it's because this was taken before supper, or — before steak. Bird bowlers are at all four booths you can see.



Shreveport Speaks

(Continued from page 17)

to come back to work. Mattie, his wife, asked her office to transfer her to Alexandria, which they did.

Solicitation was made of office and mill employees for the American Red Cross in March. Ninety-eight percent of the employees made a contribution.

Although Percy Landry has only been with us a short time, he collected a suggestion check the other day. Good for you!

Recently Chester Dawson broke the rear axle of his 1931 Chevrolet and started canvassing all junk yards to try and find a replacement. He happened on a used car lot and instead of buying an axle, he was SOLD a 1940 blue Chevrolet two door. Looks good. Chester is still looking for an axle as the later model car is to be his Sunday car.

Ethel White, wife of Eddie, died April 12 after six months in the hospital. She had been paralyzed and in bed for five years before it became necessary to transfer her to the hospital. Eddie seldom missed a day visiting her. A man who kept house, was a good provider and watched after their 14-year old son deserves praise. We extend our sympathy to you, Eddie, in this time of sorrow.

Jesse Shaw received a scare the other day when neighbors called the plant and asked him to come home immediately as they thought Mrs. Shaw had a heart attack. When he got home and the doctor came, it was found that it was food poisoning. Mrs. Shaw is much improved now.

After shopping around and listening to a great number of reasons why new cars are still hard to get and used ones so high, Jake Brown and R. T. Wilson decided the best way out was to keep their present cars and replace the engines. That is what they did, each doing his own work.

In the Brigade Room recently, Robert Wilson was complaining about the fact that his watch wouldn't run. He had already torn it apart and didn't find a thing wrong so he asked Jake Brown to take a look while he had the back off. In one quick glance Jake told him the trouble, "Dandruff on the hair spring."



Homer McNeely is snapped with two of his buddies at the Veterans Hospital, Alexandria, La. They are kneeling in front of the mess hall. Their ward is at extreme right. L. to r.: Mathew Ezell (Homer's roommate), Jack Malone and Homer.

Berry Asphalt News



Air view of oil fields near Waterloo, Arkansas. The "swimming pools" (two black-looking ones in foreground and three or four reflecting the bright sky in background) are storage pits. Derricks indicate location of oil wells from which oil is pumped into storage pits. The trees you can see are mostly scrub pine and oak.

Waterloo Diary

By PEARLE McGUFFIN

March 29 — Ira Weems took off for Smackover in a big rush only to be stopped at Benedum-Trees with a breakdown. That was bad enough. But the straw that broke the camel's back was the 30-minute wait he had before he could get a phone call through. Local gossip had the wires tied up all that time.

March 30 — Herbert McKamie is the proud possessor of a brand new FORD.

March 31 — John Savage took off by air to Tulsa to see a sick relative. This was his first trip by air. In a telephone message back home he said "never again." He was sicker than his sister whom he went to see.

April 1 — Just looked out the window and thought something from MARS was driving in. Turned out to be Booth's equipment coming in to move a tower to Stephens.

April 2 — John Savage returned from Tulsa. Second trip via AIR. He had made up his mind after trip out never to go that way again, but a blinding snowstorm, if you mind, drove him out by the fastest method. It was nice to get back in Waterloo where the temperature was near 70 and the dogwood and wild honeysuckle were in full bloom.

April 4 — Mr. Baccus arrives. He's a Texan — interested in our Black Gold. Welcome, sir, to the Berry Asphalt Company.

April 5 — Everyone made happy. Some extra pocket change: checks from EMBA refunds received.

April 8 — An amazing new discovery! What will they think of next—plastic fishing worms.

We purchased some for our favorite fisherman, Donald Ray.

April 9 — Doyle Purtle has a pretty red Dodge.

April 10 — Herbert Herring has a new Ford. It's a blue one with white sidewall tires.

April 13 — There's a new Mercury in Hope for Ira. It's what he's been talking about, what he's been dreaming about, what he ordered. Now that it's there he can't make up his mind. P. S. He didn't get it.

April 14 — CRASH! BANG! BANG! Some thought we were having an earthquake. When we first looked out the office we saw men fleeing in all directions. Booth Construction Co. in removing the tower had an accident and it fell. The place looked like a pile of junk until they cleared their equipment out. But it really wasn't so bad. Kenneth Kahler got a prize for running the fastest. Baccus froze in his tracks and did all his running after everything was over.

April 15 — Forgot to mention on the 11th that Berry's bunch was well represented at the exhibition ball game played in Texarkana by the Cleveland Indians and New York Giants. Herbert Herring, Mouzon Simpson, Ford Thompson, Bill Martin, W. S. Crank and Doyle Purtle went from here.

April 16 — My Yankee sister-in-law, Gladys Boswell, who worked here with us for a while, got a nice promotion at Lion. She was made secretary to Mr. Schuler of the Land Dept.

April 17 — EASTER Sunday in Waterloo. The weather was super with temperature around 75 in the afternoon.

April 18 — Mail time. Continued in May.

On the Lighter Side

Mother: "It's electricity that makes your hair crack when you comb it."

Nancy: "What an odd family — me with electricity in my hair and grandma with gas on her stomach."

The newly-weds had just got off their train. "John, dear," said the bride, "let's try to make people think we've been married a long time."

"All right, honey," was the answer, "you carry the suitcase."

The builder had to go away on business and Pat was left in charge to interview any prospective buyers. He showed off the property and was doing well, when the client exclaimed: "Yes, I like the house. The only thing that worries me is that it is so near that ugly explosive factory that the view is spoiled."

"Don't let that worry you, sir," said Pat. "The explosives factory might blow up any day."

There once was a maiden of Siam

Who said to her lover, young Kiam,

"If you kiss me, of course,

You will have to use force —

But of course, you are stronger than I am."

Bainbridge Mainsheet.

"Goodness," remarked a young woman as she inspected her grandmother's wedding ring, "what heavy and unwieldy things those were fifty years ago!"

"Yes, dear," answered grandma, "but you must remember that in my day they were made to last a lifetime."

Neal O'Hara, Thoughts While Shaving

Celery raw

Develops the jaw,

But celery stewed

Is more quietly chewed.

A Measure Of Labor

It was a lovely spring day, and the world was alive with growing things. Little Margaret had followed her mother out into the garden. The child noticed that a nearby hillside was vivid with wild flowers.

"Mother," she asked with sudden curiosity, "who planted all those flowers over on the hill?"

The mother looked up from her work with the trowel and answered, "God planted them."

The child looked at her with all the wisdom of a five-year old. "And you think you have a lot to do!" she remarked.

— Lois Valliant Ryker

Fair Enough

Employee: "I've been here three years and have been doing the work of three men. How about a raise?"

Boss: "I can't do that, but if you'll tell me who these other two men are, I'll fire them."

"Hey", cried Satan to the new arrival, "you act as if you owned the place!"

"I do," came the reply, "my wife gave it to me before I came."

Why Editors Skip Town

"Salesman Wanted: Must be able to put up \$500 blond."

— Utah paper.

"Hell, yes," said the devil as he answered the phone.



"I had a swell hunch at the races the other day. It was the seventh day of the seventh month, my wife and I had been married exactly seven years, it was the seventh race, so I played horse No. 7."

"And he won?"

"No, he came in seventh."

Success Story

Partner-in-sympathy: "To what do you owe your extraordinary success as a house-to-house salesman?"

Partner: "To the first five words I speak when a woman opens the door. I say, 'Miss, is your mother in?'"

Candid shots at the final matches of the Office Mixed Bowling League. Left: Does that arm belong to Peggy Daunt? Kay Gullich and Alice Breen face the camera. Right: Mary Nicastro is nearest the camera. Other bowlers are seen down the line.

A preacher, after a strong sermon, demanded that all members of the congregation who wanted to go to heaven should raise their right hand. All lifted their hands except one man.

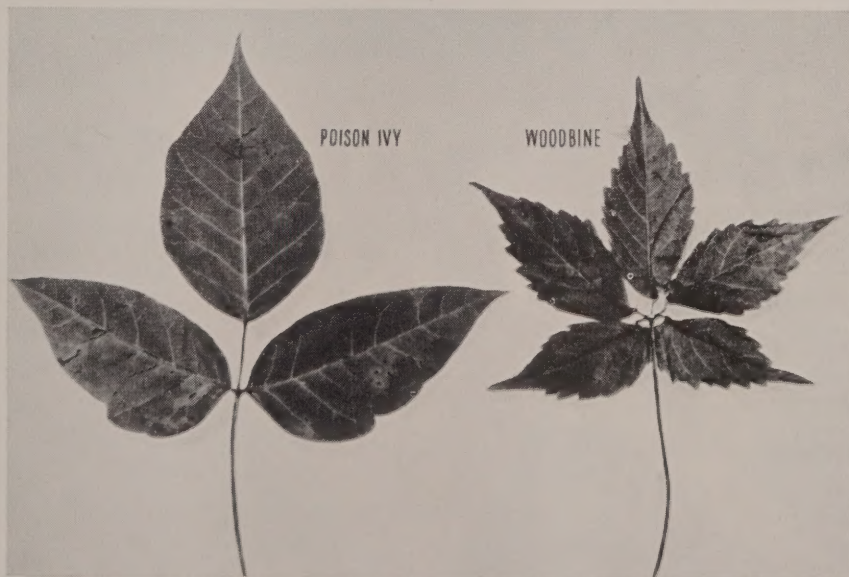
"What!" shouted the preacher. "Don't you want to go to heaven?"

"Not immediately," he replied.

Now Is The Season

EACH year May, June and July bring a group of sadder and wiser folks to our hospitals for treatment. They are sadder and wiser because they've had their first good dose of ivy poisoning. Anybody *can* be poisoned from these harmless looking leaves. The only safe course is to stay carefully away from the plant.

Poison ivy is easy to recognize by its groups of three shiny leaves. The plant may cover a large ground area or may be climbing over stone walls and up trees. Woodbine, or Virginia creeper, with its five leaves, is harmless. But watch out for poison ivy with *three, shiny* leaves!







BIRD NEPONSET REVIEW

June

1949

Vol. 37 No. 6





"They had a merry-go-round and I rode on the horses that went up and down — oh, and the rides were all free — and I had six ice cream cones, except the one I lost when Timmy broke his balloon in my face, and four hot dogs and lots and lots of rides on the merry-go-round and . . . and . . . and . . ."

Field Day June 19

SAVE Sunday afternoon, June 19, and bring your children to Bird Park, East Walpole, for the big, free field day. It is being run by the Bird Club for Bird & Son people and especially for the children.

There are prizes for all sorts of races — obstacle, three-legged and so on — for bean guessing and other novelty contests. A miniature railroad train which puffs real smoke will toot around its track all afternoon furnishing free rides. Also free are rides on the pony and the merry-go-round. Popcorn and toy birds and ice cream cones will be given away too. Older people will have a chance to enjoy Mazzola's well-known band, which will play off and on all through the festivities.

The Boy Scouts under Scoutmaster Benjamin Baranowski have the only concession at the field day. They will sell hot dogs and other light refreshments, the proceeds from which will go toward their own Scout building at Camp Childs. The Bird Club committee felt the Scouts earned the privilege of having a concession again because of their marvelous clean-up job after last year's field day.

On the Cover



Roxey Coburn re-dresses a wound on John Glebus's arm. Glebus works at the East Walpole Maintenance Department. Daily re-dressing of cuts and other injuries is part of the hospital service. You are free to ask for this at any time even though the injury happens outside of working hours.

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to promote good service, good business, good will

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ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

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Editorial Office at East Walpole, Mass.

Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill., Shreveport, La. and Glenwood, Ark.



Twice a week at East Walpole, and once a week at the two Norwood plants and at Chicago and Shreveport, the company doctor visits the plant hospital. He not only treats patients who have been injured at work but is available to anyone who wishes to consult him for medical advice. He also gives physical examinations to all new employees. In this picture Dr. Robert W. Bourke talks with new Roofing Salesman, George Stine. Head Nurse Roxey Coburn is at the cabinet getting medication for William Swinnerton's cold.

To Serve You

HOSPITALS at Bird & Son plants are nothing new. The East Walpole Plant Hospital has been functioning since 1919, and for nine years before that there was an emergency room available for first aid cases. All of our plants today have either well equipped emergency rooms or plant hospitals with nurses on duty either part-time or full-time.

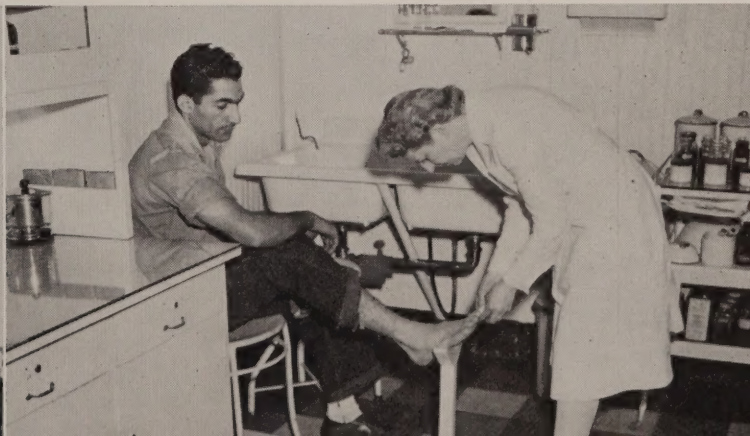
When a department is operating well and giving good service, we become accustomed to it. We accept the service without thinking too much about it. That's apt to be the case with our plant hospitals. They treat us for everything from a cold in the head to a broken toe and do it so well that we don't give them a second thought.

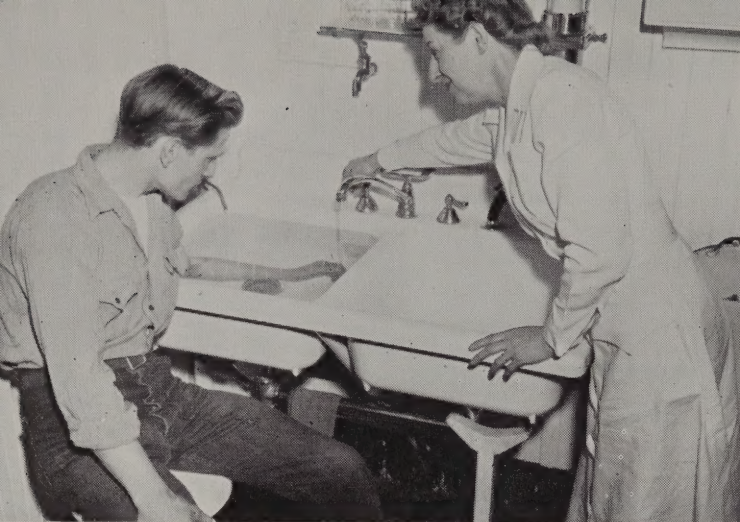
The other day the REVIEW photographer made a tour of our hospitals at the East Walpole and Norwood Divisions. These pictures he took show some of the special services and treatments available to the 2,000 people employed in the plants and offices at East Walpole and Norwood. No one likes to be sick — even a sliver in the finger is annoying — but it's

Have you had an injury to your foot or an infected toe? Victor Taggart, No. 2 Box Shop, demonstrates the use of the foot bath available for treating such injuries in one of the East Walpole hospital rooms. This room also contains a bed for patients who need to rest or who have been severely injured. In the left background is an infra-red lamp and a magnifying illuminator (on white stand).

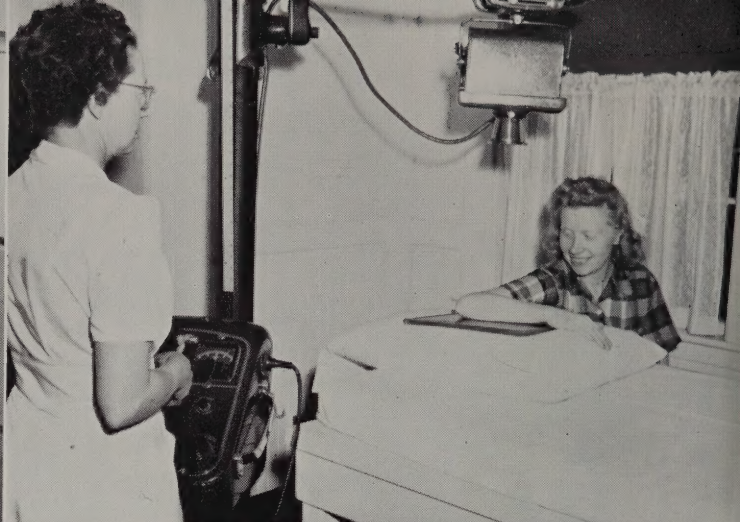


Charles Esper of the Flooring Finishing Department gets a toe injury treated and bandaged at the Flooring Plant hospital. First Aid treatments for minor injuries, bandaging and redressings are given many times a day in our various plant hospitals. This service is yours too, if you need it, no matter whether the injury occurred on the job or at home. Ella Stratton is the nurse.





Raymond Quimby of the Flooring Finishing Department demonstrates another everyday treatment that is provided at all of our hospitals. Hot soakings for infections are always available. The nurse is Ella Stratton. Ray's arm is really O. K. The water makes it appear distorted. The plant hospitals at Norwood Roofing and Flooring are staffed by a nurse every morning five days a week. These two nurses report to East Walpole in the afternoon.



Betty Kugel of No. 2 Box Shop poses for an X-ray "picture" at the East Walpole hospital. Head Nurse Roxy Coburn, who at one time was X-ray technician for the Norwood Hospital, is at the controls. This up-to-date X-ray machine is at your service whenever there is any question of a broken bone as the result of a fall or an accident. It doesn't matter where the accident happens—at home, on the street or at work. This service is yours without charge.

nice to know that our plant hospitals stand ready to serve whenever we need them.

About the Nurses

Our Bird & Son nurses are all graduate, registered nurses. They are extremely modest, but we did gather some interesting facts about their careers. One of them had to talk her way into training when she finished high school. Nobody thought she was big enough to be a nurse, but she showed them. Another one of them has served at the big East Boston emergency relief station. One worked on the wounded just evacuated from the Normandy beachhead.

Roxy Coburn

Roxy Coburn, Head Nurse, trained at Whidden Memorial Hospital, Everett, Mass., before going to the Norwood Hospital. She is the one who talked her way into training.

Miss Coburn had experience for several years on accident work. She worked in surgery and was a skilled X-ray technician. In 1940 Miss Coburn came to Bird & Son. To aid herself professionally she took a course in industrial nursing at Simmons College and is a member of the Greater Boston Branch of Industrial Nurses. She has two brothers who work here too — Joe of the East Walpole Laboratory and Louis of the Block Room at Flooring. Gardening on her place in East Walpole is one of Miss Coburn's outside interests. This winter she was bitten by the metalcraft bug and in spare moments now can be found happily pounding copper into attractive vases and trays.

Isabel MacLeod

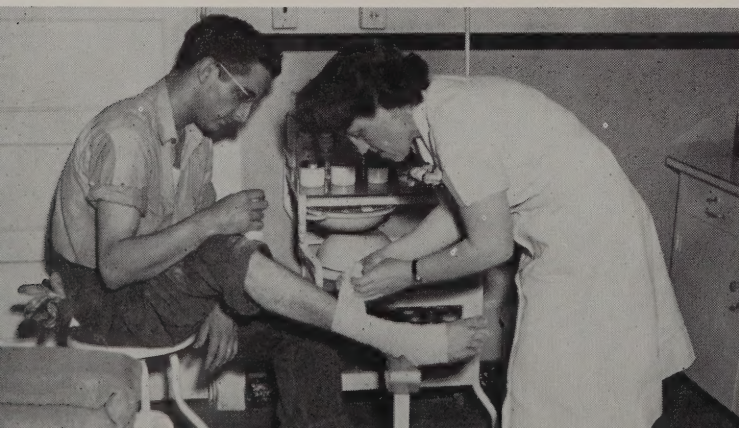
Isabel MacLeod, who is at the Norwood Roofing Plant daily, is a Massachusetts Memorial Hospitals graduate. She did private duty for

three years and then worked for a time in the operating room at the Norwood Hospital. Just before the war Miss MacLeod came to work with us, but left in 1943 to be an Army Nurse. She was in England with the 315th Station Hospital where she served in orthopedic work, operating and supervising. She came out a first lieutenant. Miss MacLeod is one of four MacLeods who work for Bird & Son. Her father is at Roofing, her brother Bob is in the Chicago Office and her sister, Helen, in the Main Office. Miss MacLeod off duty is an out-door girl — chairman this season of the Girls' Golf League of the Bird Club. She lives at home with her parents in Norwood. And boy, is she a good cook!

Ella Stratton

Newest of our Massachusetts plant nurses is Ella Stratton, who is on duty at the Flooring Plant every

For sprains and strains, our nurses generally apply an Ace bandage. It doesn't matter whether the accident happened on the job or not, they will be glad to bandage your injury properly. Here is nurse Isabel MacLeod at the Norwood Roofing Plant applying an Ace bandage to Enrico Ranaldi's ankle. Employees qualified in first aid are available for emergency care in the nurse's absence.



Newest equipment at the East Walpole Hospital is the Radiant Lamp which was acquired in March. There is nothing better for baking sore muscles. Lawrence Disnard of No. 1 Box Shop is the "patient" and the nurse is Roxy Coburn. This hospital room also contains a bed for the use of injured patients or persons who need to lie down.





Each Monday Dr. Newton Shirley of the Arrow Mutual Liability Insurance Co. is at our East Walpole Plant Hospital to consult with patients who are receiving treatments following industrial accidents in the plants. Here Harold Peterson of the Finishing Mill as the "patient" discusses an X-ray reading with Dr. Shirley.



Re-dressings and First Aid treatment are available at the Plant Hospital in Phillipsdale also. Here is Jason "Jim" Rich having a hand wound re-dressed by Josephine McCarthy, District Nurse in the Phillipsdale area, who is at our Phillipsdale Plant from 2:30 to 3:30 every day, Monday through Friday.

day. Mrs. Stratton trained at the Boston City Hospital and stayed on there working in every department, among them accident, outpatient and operating room. Her work at "the City" included duty at Boston's emergency stations at Haymarket and East Boston. She was a head nurse. After that for five years she worked at the Worcester Foundation for Experimental Biology doing research as a laboratory technician. Her husband, who died in 1948, was a psychiatrist with a private practice in Worcester. Mrs. Stratton lives at the Hermitage in East Walpole. Her recreations are music, plays and reading.

Josephine McCarthy

Phillipsdale has had a nurse regularly for a year—Josephine McCarthy, who is a public health nurse in the East Providence District. Miss McCarthy is at the First Aid Room at Phillipsdale every afternoon from 2:30 to 3:30. Graduating from the Rhode Island Hospital Training School for Nurses, Miss McCarthy did private duty for a few years before going into public health work. She is active in her state organization for public health nursing and has been an officer of that group. Our plant is the only concern she serves outside her regular duties.

During the rest of the work day when Miss McCarthy is not on duty, Phillipsdale maintains an emergency first aid room manned by employees trained in first aid. A plant doctor is also available when needed.

Shreveport and Chicago

At Shreveport and Chicago, First

Aid Rooms are available for emergency treatment. The plant doctor visits Shreveport every Thursday between the day and night shifts. At Chicago, first aid treatment is given by Erich Gach and Robert Bordeaux, Chemists, whose laboratory is next to the First Aid Room. Then if further treatment is necessary, the employee is sent to the company doctor, who has an office near the plant.

The Doctors

Our doctors are Dr. Bourke (Massachusetts plants), Dr. Burckart (Chicago) and Dr. Birdwell (Shreveport). Employees can come to the plant doctor for any ailment whatsoever, whether it is job-connected or not. Dr. Bourke is at the East Walpole Plant Hospital in the Triangle Building every Monday and Thursday morning from 8:30 to 9. He goes to



Chemist Robert Bordeaux gives first aid to Melvin Thompson at the Chicago Plant.



"Foreign body in left eye." This sort of entry is one of the most frequent in our daily record book at all hospitals. As every First Aider knows, eye injuries are nothing to fool around with. Let the nurse at your plant remove that cinder. The patient, who really did have a sore looking eye, is Edward Shackley of the Norwood Roofing Plant. The nurse is Isabel MacLeod.

the Roofing Plant every Tuesday morning at the same hour, and on Wednesday mornings to the Flooring Plant at 8:30. By coincidence all the company doctors have a name beginning with "B," but Dr. Birdwell certainly has the most fitting name for a Bird & Son doctor.

(See page 16 for Shreveport First Aid pictures.)

Management Changes

Carton Division



Roy M. Springer

ON May 16, Ralph H. Hall, former Bird Carton Salesman, returned to the Carton Division to become Assistant Sales Manager. Under the direction of Sales Manager R. M. Springer, the Bird Carton Division has expanded considerably during the post war years. The Assistant Sales Manager has been appointed to assist Mr. Springer with the increased work load so that the department may keep the favorable position it has today. Mr. Hall will help Mr. Springer in directing the work of the salesmen. His duties will also include contact work with customers, helping to plan a sound sales program for the future.

Roy M. Springer

Mr. Springer, who has been Sales Manager of this division for several years, knows carton sales from the ground up. He started selling cartons for us in 1933 and became Sales Service Manager in 1941. He held this position until his promotion to Sales Manager shortly after the war. His knowledge and ability have been an important factor in the carton division for many years both as salesman and Sales Service Manager, and more especially in recent years as Sales Manager. When Mr. Springer first came to Bird & Son in 1921 he was assistant to the Cost Accountant and then Cost Accountant until he transferred to sales.



Ralph H. Hall

A native of Portland, Maine, Mr. Springer attended its public schools. He continued his education by taking a correspondence course in modern business with Alexander Hamilton Institute and doing work at Northeastern University and the Walton School of Commerce. His earliest contacts with Bird & Son occurred before he came to work here. He was supervising the proslate building program at the Cumberland Shipbuilding Co., South Portland, when H. E. Sawyer, Jr., our present Vice President of Flooring, was treasurer of N. E. Proslate Buildings, Inc. This latter company was then a subsidiary of Bird & Son. It was through this contact with Mr. Sawyer that Mr. Springer came here.

Mr. Springer and his wife have four children, two of them married, a son living in Baltimore and their daughter in Elmira, N. Y. There are two grandchildren. A second son, Edwin, is Field Representative of the Massachusetts Guernsey Breeders' Association, having graduated at the Stockbridge division of the University of Massachusetts. The youngest son, Roy M., Jr., is a midshipman, 1st class, at the U. S. Naval Academy at Annapolis.

As residents of Walpole for many years both Mr. and Mrs. Springer are active in church and community work. Mr. Springer has served on the town finance committee and has long been a member of the Union

Congregational Church in East Walpole. For recreation Mr. Springer says he likes gardening and building stone walls.

Ralph H. Hall

Mr. Hall went to the public schools in East Bridgewater, received his bachelor's degree from Boston University and a graduate degree in business from Harvard. He started his sales training in 1932 in the Flooring Division, but soon transferred to Carton Sales. He sold for Bird first in the New England area and later in the St. Louis territory. In 1944 Mr. Hall became Lt. Hall of the Navy. In the service he continued to make use of his civilian knowledge and worked on packaging in connection with shipping and preserving Navy supplies. After the war Mr. Hall went to Shellmar at Mt. Vernon, Ohio, where he was assistant to the general sales manager. Shellmar Products Corporation converts flexible, transparent material, such as cellophane, into various kinds of packages which are protective and decorative and in which the articles for sale can be seen.

Since Mr. Hall had had this continuous experience in the general box field and knew and was liked at Bird & Son, he was picked to fill the new job of Assistant Sales Manager of the Carton Division. Mr. Hall said he is returning with the greatest pleasure to his old company and to friends back here in the East.

Mr. and Mrs. Hall have two children, Cynthia, 12, and Spencer B., 16, whose middle initial at this stage of his career stands for baseball. Dad himself is quite a ball fan and is a golfer as well. Mr. Hall also has Thespian leanings, being active in amateur theatricals.

Office Managers

TWO Bird & Son men received promotions during the month of May, George F. Campbell, Jr., as Office Manager at Chicago and Robert W. Pearson into the Phillipsdale Office Manager's position. Mr. Campbell had been Office Manager at Phillipsdale and was moved to Chicago, leaving the vacancy filled by

President's Message

IN this issue of the REVIEW is a list of those Bird & Son people who are entitled to three weeks' vacation under the new Vacation Plan which became effective this year. The list contains almost a thousand names. It certainly is impressive.

Think what this means. Better than a third of the Bird & Son family have worked continuously for the company fifteen years or longer. This is a much better record than most companies in the country can show. It must mean that throughout the years there have been provided good working conditions with just and fair treatment in our employee relations.

Keeping harmony in the family is an important part of management's responsibility.

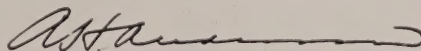
This long list of three-week vacations shows another thing. It is the proof of the pudding that Bird & Son's consistent policy of making jobs secure is a really sound policy. Fifteen years ago the whole country was still suffering from a terrible depression. Millions of people who thought their jobs were secure were walking the streets because management had not planned for job security as well as profits.

Bird & Son had its troubles during those depression years, too. Those who are enjoying three weeks' vacation in 1949 can all remember wage and salary cuts, short work weeks and layoffs. They were tough to take at the time. But these workers can also remember that, tough as times were, Bird & Son kept on plugging. Wise management policies in those days and in years before then, had given a good backlog of money in the bank to tide the com-

pany over. Wise policies carried out efficiently through our organization, from top to bottom, enabled us to keep operating when plants all over the country were shutting their doors—some of them forever.

It's that kind of management and worker-management cooperation that has helped Bird & Son over many a rough spot in the past. We who are responsible for operating the business today will always do our best to see that those wise policies of the past are still followed today. Workers and management alike want Bird & Son to be in business not only *today*, but *ten years* from today and *fifty years* from today too. We all want the kind of company which, in producing quality products for customers, pays fair wages, provides jobs which are secure year after year, and pays fair dividends to the stockholders. We hope that continuing good business for the company will enable us to continue these vacations and other employee benefits for many years to come.

One final meaning to the long list of three-week vacationers I have saved until the end because I consider it most important. Such an honor roll of long-time employees is a tribute to the men and women who work here. It means that they are solid citizens who are giving the company the best years of their working lives. It also means that such men and women are not only giving the best of themselves to Bird & Son, but that they are deeply concerned in the affairs of their communities, their churches and all civic and social responsibilities. And so—to these members of the Bird family, management expresses its deep appreciation for your years of faithful service.



President



Robert W. Pearson

Mr. Pearson. The former Office Manager at Chicago is Harold W. Altman, who is moving into the Chicago Purchasing and Traffic Department to assume new duties when Purchasing Agent B. J. Overholt re-

tires at the end of this month.

Mr. Campbell, or "Chick" as everyone calls him, has been with Bird & Son since 1920. After graduating from Walpole High School and the Walton School of Commerce, he worked here in Stores Records and was head of his department when he left in 1947 to be Office Manager at Phillipsdale. He left the Rhode Island office for Chicago with the good wishes of his associates at Phillipsdale as well as with those of the people in East Walpole who had known him for many years.

Robert W. Pearson, the new Office Manager at Phillipsdale, is a native of East Providence who has been in the office there since 1928. Like many of our younger men, Bob was in the service. He served overseas with the 94th Division two of his four years in the Army, returning to the fold early in 1946.



Western Division Manager shakes hands with the new Chicago Office Manager. Bill Wilson, left, beams one of his famous smiles at newcomer George "Chick" Campbell.

They Built

THE houses on these two pages were built by Bird & Son employees on their own time. Maybe they didn't pound in every nail, but they did do most of the work themselves. They are to be congratulated on licking their personal housing problem practically single handed.



1. George Condry mixes cement outside his nearly completed house in Rehoboth, Mass. George was recently promoted to Foreman at the Phillipsdale Insulating Board Plant.



2. Herbert Harrell has lived in his house long enough to have a yard full of flowers and tenants in his bird house. That's his wife, Roberta, standing on the porch. As a loyal employee of Bird & Son, Shreveport, Herbert put on Roll Bric Siding and Masterbilt shingles.



4. Another attractive Cape Codder is Arthur Glastetter's house in Sharon, Mass. Arthur, who works in East Walpole Accounting, and his wife moved in the day before Easter after the house had been more than a year a-building. The clapboards were all painted (a barn red) by Mrs. Glastetter before Arthur nailed them on, which he is doing in the insert.



3. On Wampanoag Trail, East Providence, is located this new house built by Manuel Stanzione of the Wood Department, Phillipsdale. It is easy to see why the Cape Cod style is so popular in New England.

Their Own

REVIEW correspondents collected these pictures. They don't want to miss anybody, so tip off your correspondent if you are one of these enterprising builders and he doesn't know about it. More houses next month.

5. The roofing of Bob Anderson's house turned out to be a family enterprise. The small boy is Bob's nephew and the men are also relatives. Bob drew the original plans for his house, located in North Easton, and the Andersons moved in in March. From eight to five Bob is a Supervisor in East Walpole Cost Accounting.



6. Another enterprising employee who took hammer and saw in hand to build his own home is Bill Ford, shown on scaffolding. This house, located in Sharon, has not only a Bird roof, but our white paint as well. Bill's job is at No. 2 Box Shop.



8. A garage apartment is what our Southern correspondent calls this style of house. C. F. Chandler, Shreveport employee, says this new home of his in Bossier City isn't quite completed, although he and his family are already living in it. What householder ever gets his own place completely finished?



7. Clifford Russell and son, Donald Ray, stand outside their house (not yet finished) at Benton, Louisiana. Clifford bought brown Masterbilt shingles made at his own plant. The Russells already have a flower garden and some chickens.

It's a Long List!

AND one to be proud of. This is the list of Bird & Son people who have completed fifteen or more years of service and who, under the new vacation plan, will have three weeks' vacation. There are almost one thousand names — count 'em!

Main Office

Axel H. Anderson
Wesley C. Allgren
Wesley A. Beaulieu
Joseph Erker, Jr.
Helen G. White
Frank H. Vietze
Blanche A. Walukewich
Hilda M. Rafuse
Mary E. Binnon
Muriel A. McDonald
Elsie A. Bowden
Marion Smith
Helen Makarevich
Earl A. Bradley
Charles J. Makarevich
William J. McEntee
Anna E. Kellher
Patrick F. Rogers
Albert Eckert
Anna E. Eklund
Mary Geary
Mary Griffin
Ernest H. Coleman
Agnes J. Foley
James J. Dowling
Sophie M. Flynn
Raymond F. White
Margaret E. Delaney
Marion A. Tolman
Roy Cooper
Elmer E. Johnson
Lambert Anderson
Howard S. Whitney
Chester H. Porter
Frank P. Reynolds
Margaret B. Owens
William O. Koehler
Walter H. Hartig
E. L. Chamberlain
William P. Walker
Sabina R. Costello
Helen G. Costello
Edith G. O'Neil
Helga D. E. Peterson
John D. Johnston
Malcolm N. Sisson
Miles H. Hubbard
William W. Ford
John H. Murphy
Charles L. Hammond
Robert P. Roberts
James H. VanHoy
F. B. Ross
Joseph B. Blandford
B. L. Sears
Rogers Weed, Jr.
William F. Sline
Horace P. Morton
Robert A. Beattie
Gerald G. Sheehan
Edmund F. Murphy
Thomas Benson
Richard H. Emerson

Joseph L. Coburn
John J. Burke
Francis A. Massey
Kimble P. McEwen
John Sastrand
Kenneth G. Rouillard
Albert F. Gilmore
Martin Flaherty
Peter Rukstalis
William Lewicki
John Lestrin
Michael Burke
Konstanty Gigoj
Stephen K. Barron
John Kacinauskas
Francis E. Donlan
Nicholas Henschuk
Waclaw Baranowski
Charles Geigol
Marylan Wronski
Joseph Jurglewich
Mike Uzdavins
William Shusta
John Blazonis
Michael Novick
Victor Jankowski
Alec Wilkish
Thomas Coyne
James Duda
Charles Wisniewski
Michael Kodis
Antonio Paddock
Perley H. Mudgett
Roy W. A. Meears
Angelo Aucillo
Alexander Pallonas
Anthony Ceglaski
Salvatore DelSignore
Carlo Salvatorelli
Pietro Casterelli
Michael Kozloski
Michael McDonagh
Adelard Blais
Joseph H. Rosevich
James Mullern
Vernon L. Rafuse
Adolph P. Watonis
Donald M. Ross
John E. Maguire
Vincenz Gradinskas
Frederick C. Jonah
Coleman Conroy
John J. Spillane
Patrick Silvestri
James H. Ellis
Lawrence M. Hassler
Joseph J. Truskuski
Axel A. E. Herzberg
John Grusnicki
Peter Petroni
Paolo Persichino
Arthur W. Connolly
Edgar W. Ross
Walter S. McKenna

Power and Steam

Everett Brennan
Edward J. Geraghty
Myrle Korbut
Mickelo Lamonica
Michael J. Cronin
Paul Molinari
James Capaldo
Michael J. Sameski, Jr.
David J. Hejlin
James F. Maroney
Roger Flaherty
David E. Bowles
Edward A. Knaus
William C. Head
George Murray
Paul A. Guttormsen
Mario A. Boragine
Joseph V. Jarlis
Jeremiah Collins
Patrick O'Malley, Jr.
Hugh Rooney
Walter W. Kozlowski
Martin Wallace
Michael Curran
Andrew O'Malley
Raphael Patinsky
Sulo E. Salomaa
Oscar Saterdal
Samuel Dunn
John D. Coutway
Arthur D. Colburn
John L. Lockie
John P. Noonan
John P. Walsh
Alfred M. Kendall
Ralph L. Watson
Francis Curran
Howard White
Anthony Lasinos
Earl Hanson
John Flaherty
James Wilkes
Wilfred N. Turcotte
Tony Simkus
Adolph Uorka
Charles S. Murch
Herman W. Lauble
Stanley Palekko
Patrick Silvestri
James H. Ellis
Lawrence M. Hassler
Joseph J. Truskuski
Axel A. E. Herzberg
John Grusnicki
Peter Petroni
Paolo Persichino
Arthur W. Connolly
Edgar W. Ross
Walter S. McKenna

No. 1 Box Shop

Arthur D. Colburn
John L. Lockie
John P. Noonan
John P. Walsh
Alfred M. Kendall
Ralph L. Watson
Francis Curran
Howard White
Anthony Lasinos
Earl Hanson
John Flaherty
James Wilkes
Wilfred N. Turcotte
Tony Simkus
Adolph Uorka
Charles S. Murch
Herman W. Lauble
Stanley Palekko
Patrick Silvestri
James H. Ellis
Lawrence M. Hassler
Joseph J. Truskuski
Axel A. E. Herzberg
John Grusnicki
Peter Petroni
Paolo Persichino
Arthur W. Connolly
Edgar W. Ross
Walter S. McKenna

Norwood Roofing Plant

George E. Smith
James K. Hanley
Donald Frazier
Edmund H. Jones
Edward A. S. Hiller
Mary Driscoll
James D. Mack

Theodore B. Madden
George F. Campbell, Jr.
A. Herbert Chamberlain
Charles S. Gyrnak
James J. Kurnich
Adolph Adamonis
Stephen Baron
Charles J. McLaughlin
Manuel M. Avila
Patrick W. Clarkin
Manuel Corry
Henry C. Phelps
Stanley Sorzadel
Peter Dzierzycki
Joseph Boyes
Richard G. Thatcher
Wilfred Courne
Arthur Trudell
Joseph DeCosta
John B. Rogers
Frank L. Reed
Peter Terasa
Clemens Justynski
Manuel M. Costa
Edgar C. Vatcher
William D. Andrew
Henry W. Gibb
Albert J. Dryson
Charles Smith
Joaquim M. Cahral
Vincenzo Cicirelli
Samuel D. Goretto
Herbert R. Black
Everett A. Rockwood
Joseph A. Queenan
Gastano Nanni
Joseph M. Wyne
Edmond N. Roy
Hjalmar Hrsak
Frederick R. Matthews
Antonio Trocchi
Ray A. Chappell
John A. Cynamak
John S. Vargas
John R. Maderlos
Albert G. Carlson
Anthony N. Perry
Charles E. Anthony
Harold H. Hyde
Lucien A. Alix
Antoine L. Alves
Arthur L. Turner
Manuel Oliver
Manuel P. P. P.
Joseph E. McBride
Joseph White
Francis E. Hall
John F. Harrington
Charles F. Simmet
Leslie E. Howard
Manuel R. Alexander
Antonio Dias
Louis W. Doyle
Arnold F. Manchester

Elaros Balutis
Domenico Restaino
Vincenzo Meomartino
Tony Marzullo
Giuseppe Annese
Thomas J. DeSena
Leon Bahonski
William Misевич
John Buonpane
Stephen Zinkowsky
James Hazlett
Deb Esber
John L. Supak
Charles H. Seavey
Domenick Triventi
Francesco Antonico
Joseph Kowolowicz
John Alexandrowicz
James E. Belcher
Vincenzo Stanekiewicz
Joseph W. Bartell
Roy B. Packard
Esodoro Polombo
Michael Grunale
Joseph Strumskis
Nelson C. Bartlett
James A. Surette
Edward J. Sears
Michael Kelley
Rafaele Capone
Matthew G. Phillips
James T. Weir
Thomas Concannon
John D. Hurley
Bartholomew Murray
Felix Carlson
Leo J. Clarkin
Leslie H. Fillmore
Stanley J. Jenzulewicz
Frank G. Kissell
Marian L. Kissell
Arthur Wise
Frank Davidauskis
Joseph Desiro
John Malackovic
William J. Wosner
John A. Delaney
Samuel H. Kelley
Charles Bochanowicz
Elton E. Hartzon
Frank Kondry
Ettore LeProtti
Rosario Campagna
John Valma
Howard C. Bearce
Anthony Campisano
Carl F. Hagblom
Vincenzo Cappuccio
Perry N. Crane
Francesco Pennachio
Giuseppe Serratore
Vito Garchedi

H. E. Sawyer, Jr.
Robert V. Garner
Stanley Blackmer
Elizabeth J. Lamore
Helen G. Curran
Mary C. Kelleher
Mary B. Foley
Dorothy R. McElroy
Mary A. Concanon
Virginia Sutkalla (Chicago Flooring Office)
Edwin R. Guise
Charles E. Tyson
Richard T. Murphy
J. R. Marast
Fred H. Bagley
Ira C. Post
Warren Graffam
Arville L. Disber
Fred W. Jakel
Claude A. Boiteau
R. J. Holcomb
Arthur J. LeBlanc
Laurence S. Wright
Roy M. Springer
Hannah C. Flavin
Anne C. Nevins
Nellie L. Patinsky
Earle C. Davis
Wylie G. MacIvor
Chester H. Andrews
Marshall B. Lee
Anna G. Smith
Eleanor J. Morse
Pauline L. Rafuse
Glady's K. Noddin
Anne T. White
Agnes Hefferan
Edward B. Holmes
Arthur J. Bushell
James B. Maguire
John P. Dolan
Benjamin Beale
Charles A. Sumner
Anne H. Lindsay
Pauline Rausow
Julia A. Lewis
Damon E. Merrill
Herbert A. Schair
Winifred Rhind
Arthur W. Mellin
Edgar M. Groat
Albert W. Smith
Velma Cobb
Frank V. Eisenhauser
Howard S. Hanna
Benjamin R. Taylor
Michael J. Hawkins
Louise McFarland
John S. Robertson
Evelyn M. Wadleigh
Mary S. Nevins
Henri E. Davenport (Chicago Paper Mill)
Katherine Kane
Mary M. Blais
Felix Thompson
John Samson
Helen Baran
Frank R. Larrabee
Cathryn F. Powdrie
Arthur V. Wilson
Norman J. MacDonald
Margaret A. Gorcoran
Martha C. McLaughlin

Finishing Mill

John E. Curran
Ernest W. Oakes
Peter Polan
Fiorini V. Felici
Peter F. Glebus
Victor A. Burrell
Anon Blazic
Michael Sawkiewicz
Frank Verderber
William F. Geary (1 Month)
John N. DeCosta
Anon Smolski
Joseph M. Caspignano
Louis Maida
Peter Flaherty
Alfonse Sylvester
William F. Hall
Walter C. Wallis
Anisim Nikitok
James A. Schuller
Michael Yasonis
Mary H. Thayer
Ralph V. Nixon
Cornelius Driscoll
Mike Waykravins
Elizabeth J. Connolly
Patrick E. Costello

Maintenance

Harry N. Mann
Matthew Naughton
Jesse B. King
Arthur L. Eames
William S. Jackson
Thomas F. Bannon
Salvatore Marinelli
Julian Borowko
William F. Wall
Joseph Steniewicz
Festus Connolly
Emilio Nicastro
William V. Lewis
Peter J. McGall
Wilbur Fay
Richard G. Sprague
John W. Medaille
Allen R. Sawyer
Charles D. Ratise
Michael J. Sedaway
John M. Petchulis
William F. Doyle
Alexander J. McDonald
Robert Hood
Edwin W. Gillmore
Charles H. Locke
Robert McLaughlin
Walter E. Downs
Martin J. Costello
Lili D. Peroni
Barley E. Foley
James Connors
Harry Goldkin
Patrick B. Hessian
Patrick Griffin
John A. Bandonis
James F. Costello
George L. Towle
William J. Ivatts
John W. Siegmund
Francis J. Howe
Herman Nordstrom
John Sullivan (1 Month)
Stephen Joyce
Johannes A. Gotberg
Herbert S. Palmquist
Charles H. Grover, Jr.
William W. Matson
John Lobisser
Fred C. Coleman
Edward T. Barker
George Wallace

East Walpole Paper Mill

Ralph A. Wilkins
Joseph A. Sheehan
Carolyn Delaney
Hermion T. Barker
Edward T. Costello
Frank W. Nyborn

Lewis Kozak
Leonardo Cincarelli
John J. Cooke
Bonnie Pallietto
Alexander J. Bainis
Alfonso Dillulis
Earl O. Boyden
William Downing
Edward McDonald
Girolamo Rignone
James Donnelly
Peter A. Nielsen
Carl E. G. Johnson
Melvin J. White
Arthur F. Johnson
Louis Lamperti
William J. Koch
Andrew B. Center
Michael J. Flaherty
Antonio Unaly
Henry Cecchi
Bernard Stravinski
Phyllis Laliberty
Carl Wurzel
Vincent M. D'Espinoza
Bernardo Maini
Charles F. Haak
Joseph Caralano
Martin F. Connolly
Patrick J. Greaney
Joseph Wasilunas
James Capone
Carl Jennera
James S. Salmon
Samuel Hunter
Anthony Samson
John P. Wasilunas
John F. Zabrowski
John Aialukonis
Gabriel J. Kakanaukas
Nora L. Fenney
Alice Connolly
Benjamin S. Branapowski
John E. O'Donnell
Frank Montano
Mike Minkiewicz
Constantin Lewicki
Martin Kane
Vincentas
John E. Costello
Harold S. Higgins
Charles W. Desmond
John P. Barrett
Paul Weta
George J. Silva
James Binascienk
Agnes Fraser
Frank R. Meyer
William Sundquist
Ethel M. Hwey
Julia F. Dolan
Frances McDavitt
Sienna G. McDavitt
Elmer A. Bursley
William F. Murphy
Wilmer C. Wiggins
Ralph Faris
John W. Hunter
Ernest Koeb
Henry A. Doodie
Charles H. MacDonald
John J. Keefe
Harold Watson
Peter Flaherty
Salvatore Buchieri
John Walsh
Claude T. Smith
Andrew J. Thompson

No. 2 Box Shop

Russell L. Tupper
Leroy A. Fullerton

Enos Masciarelli
Carl H. Magnuson
Timothy P. Dowling
John F. Ahearn

Norwood Flooring Plant

Ralph M. Wight
Stuart A. Nickerson
Frank Sutherland
Berton L. Seckins
Leo R. Bernier
Bernard H. Bailey
Gordon G. Wilson
Edward F. Phillips
James W. Garner
Nils E. Lindequist
Howard Hewins
Richard T. Seavey
Robert H. Ross
Roy L. Young
Donald W. Ross
Adolphe T. Doucette
Louis Coburn
Howard L. Ellis
Matthew D. Fyfe
John G. Epiph
Antonio Antonelli
Joseph P. LeBlanc
John S. Avizins
Seven D. Wilson
William Boyd
Andrew G. Hazlett
John R. Finningham
Nicola Calderone
Frank P. Keshius
John G. Phillips
John J. Janasitis
Carl A. Brennan
Pasquale Sansone
Ralph E. Nutter
Francis V. Sheehan
Romolo Conti
Lorenzo Norzangelo
Edmund C. Irving
George S. Moore
Charles J. Miskis
Thomas F. Corter
Lawrence M. Hewins
John F. McLatchey
Frank N. Ylloki
Gordon Ginn
Eric Soderlund
Stephen Surkont
Carlton Rafuse
Philip Macchi
Stanley Cody
Samuel J. Piratino
Clarence G. Hagman
Frank S. Clem
George E. Wood
Carl L. Johnson
Ernest G. Paciorowski
Everett R. Tripp
Charles J. Treckias
Austin A. Allan
William T. Mingels
Robert A. Bars
George G. Bigelow
Carl A. Gustafson
Arthur W. Walker, Jr.
John Healey
Sven A. Berglund
Guerrill C. Fillmore
William F. Heino
Michael Curran
Howard C. Nelson
Percy O. Russell
Louis H. Canello
Edward Marola

Austin J. Quackenbush
George E. Goodwin
Clyde A. Bennett
Frank Armukevich
Nicolantonio Puopolo
Anon Skinnari
Corradino DiReto
James O'Sullivan
George S. Petratis
Joseph Popka
Howard A. Johnson
Barley M. Curran
Eton S. Moore
Andrew L. Stupak
Leo A. Lamminen
Adam Sidlauskas
Felja J. Counter
Hugo I. Salomaa
Lauri Palonen
Albert V. Duffy
Stephen A. Wosniak
William H. Coffin, Jr.
Santino Giompiero
Eino Manninen
Robert M. Deane
Michael J. Stellman
Steve Druzas
Salvatore Frangiosa
Antonio Piedzewicz
James M. Fraser
Walter F. Mazeka
Warren Dyer
John W. Cobb
Charles McDougall
Herman Waukonen
John Stankevich
Witold Juskevich
Herman Waukonen
Michael V. D'Espinoza
Frank Lipolis
Charles L. Miller
Basil McCusland
James Connolly
Elliott E. Webber
Stanley B. Alkonis, Jr.
Thomas B. Nichols
Albert S. Hayward
Michael J. Conley
Peter Knox
Clarence E. Russell
Gordon E. Russell
Clare L. Hayman
Thomas J. Folan
Giovanni Fruci
Henry A. MacDonald
Joseph P. Rukstalis
Ira M. Treen
Nunziante Famiglietti
Cyril O. McCue
Allan J. Hill
Daniel Ingatta
Roland A. Forbes
Joseph Adamonis
Richard H. Coolidge
John Dobias
Michael J. Connelly
Daniel O'Gorman
Thomas Durkin
Thomas P. Lynch
Joel W. Tammelin

Phillipsdale

Rexford H. Salisbury
David S. Lowry
Helge Holter
Clarence H. Pierson
Fred G. Pierson
Harriett A. Neill
Seralfino Moreiro

Joseph A. Fisher
Anthony Matonis
Joseph L. Ferreira
Dudley P. Perry
Anon S. Vargas
William B. Callan
Armond C. Giberson
Joseph L. Braga
Joseph C. Bencourt
Manuel P. White

Chicago

William W. Wilson
Albert M. Dobbins
Erich Gach
Mary Curran
Ida C. Rocklin
Della J. Lyndon
George R. McNay
Harry C. Prinzler
Gresham T. Brebach
William J. Brebach
Gerald A. Syres
Harold W. Altman
Bryson J. Overholt
Henry A. Brandau
Margaret A. Mulhall
Virginia L. O'Brien
Mary M. Hoey
Freida M. Leonhardt
Marshall F. Meyer
William E. Eby
Anthony Soltan
James B. Scott
Milton Crawford
Ernest Grosscup
Thomas J. Jones
Raleigh Stables
Ralph Calhoun
Albert J. Bohnenberger
Peter Wagner
Waldo M. Overholt
William Cozzi
William Bonatti
James E. Sonek
Edward J. Moore
Harry Jensen
Ollie Jones
Benjamin Macklin
Raymond Gustik
Benjamin Gasparro
David Calhoun
Lawrence Howell
Ernest Jacobs
Julius V. Cozzi
Walery Newidok
Levy Hosh
Joseph Bosky
Roswell Dodge
Henry J. Ahrens
Nicholas Ahrens
Martin R. Pearce
Joseph R. Cateiler
John Dobias
John J. Walsh
Frank P. Maggerise
Arthur Julian
Thomas Cooling
Lawrence C. Peterson
Frank W. Krueger
Rudolph E. Budz
Thomas Hensch
Lawrence Doherty
Clemens Reithofer

Shreveport

Lytle L. Williams
Bernard P. Soward
F. E. Dyess

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH HARRIET PHALEN
SABINA COSTELLO MARJORIE PYNE
LOUISA GRAHAM DOROTHY McELENY
JULIA LEWIS

Ben Beale, Salesman, proudly reports the arrival of a second daughter, Susan Miller Beale, on the 25th of April.

Mr. and Mrs. B. D. Rogers, who have been on the West Coast for several months, are reported (the first of June) to be heading east. Recently they took a trip from San Diego across the mountains and desert to Boulder Dam and from there to the Grand Canyon for a day. On this trip they went through the famous and beautiful Oak Creek Canyon, which Mr. Rogers found as interesting as the Grand Canyon. On May 9 they left home base for Sequoia National Forest and Yosemite National Park up in central California. This scenery, Mr. Rogers wrote, was the most beautiful he had yet seen. They ran into snow at Yosemite and saw many deer and one bear. The trip home to East Walpole will take them through Reno, St. Lake City, Yellowstone and the Black Hills of the Dakotas to Chicago. They plan to reach Chicago about June 15.

Welcome is extended to the following people who within the past few months have come to the Bird family: John Shelley to Traffic; Kathleen McHugh and Nancy Fleck to Office Stores as Multigraph Operators; Marianne Radzwill to Statistical; and Christine Burke to Flooring Sales.

Bob Cooper, formerly of Cost and now a salesman for Cities Service, dropped around the other day. When asked how he was, he grinned and said, "You should see my new daughter."

On the evening of May 25, about forty of the girls drove over to the Toll House to give Blanche Walukevich a shower in honor of her



Blanche Walukevich opens a shower gift. Looking on at the right is her mother. Hilda Rafuse and Helen Makarevich are in back, left.

approaching marriage on July 3. Blanche says she really was surprised and everybody said it was a very lovely party. Her gifts included dishes, glasses, linen, a coffee server and lingerie.

Claire St. Marie has at last found that apartment she has been hunting for the past couple of years and is now living at Riverside Place, Walpole.

We were all glad to welcome back Evelyn Wadleigh, Head of Stenographic, who was on the sick list for a long time.

Dot Walsh lugged home a scrumptious Mix-master from a shower given her by her department recently. Her marriage to Fred Mattson is set for June 18, after which the couple will be living in the new house they have bought in Walpole.

Kathleen Joan Murphy arrived May 21, first child of Rosalie and Jack Murphy, Roofing Sales Representative in New Jersey.

PAPER MILLS

THOMAS FLOOD PETER GLEBUS
EDWARD GERAGHTY DOMENIC MCKENZIE
FRANK NYBORN JACK HOLLIDAY
GEORGE LAMORE CAROLYN DELANEY
EDWARD WISNIEWSKI NINETTE PETRONI
EDWARD POWER

Pete Bethel is the proud father of a baby girl, 6 lbs., 6 oz., born on May 18th. Pete is just keeping up with all the other electricians.

Kay (farmerette) Niden has eggs, fruit and vegetables for sale from her new farm on Vinegar Hill. Everything is on a strictly cash basis, or the trespasser will have to answer to her dog, Dally.

On John Bandonis's last fishing trip he was getting nowhere fast, until he remembered to pull up anchor.

New car owners in the Mill Office: Frank Massey, sporting a light blue Hudson sedan and Carolyn Delaney, who glides through East Walpole Square in a new dark blue Chevrolet.

We are all very happy to see "Doc" Nyborn back in the lab after his bout with the virus germ.

Last year's vacation for the Kalis brothers was spent painting their new two-family house. This year it's a different story — a wedding will take place. John, who works in Power and Steam, is taking his vacation in June and is going to be best man for his brother Stan at his wedding. Stan at one time worked at Flooring and is now employed by the Norwood Fire Dept. His wife-to-be is Dorothy Earle, daughter of the Norwood Fire Chief. The best man says he will guarantee a good time for Bird & Son friends who attend the ceremony.

John Glebus has a new television set and has an open invitation to all to come up and enjoy it.

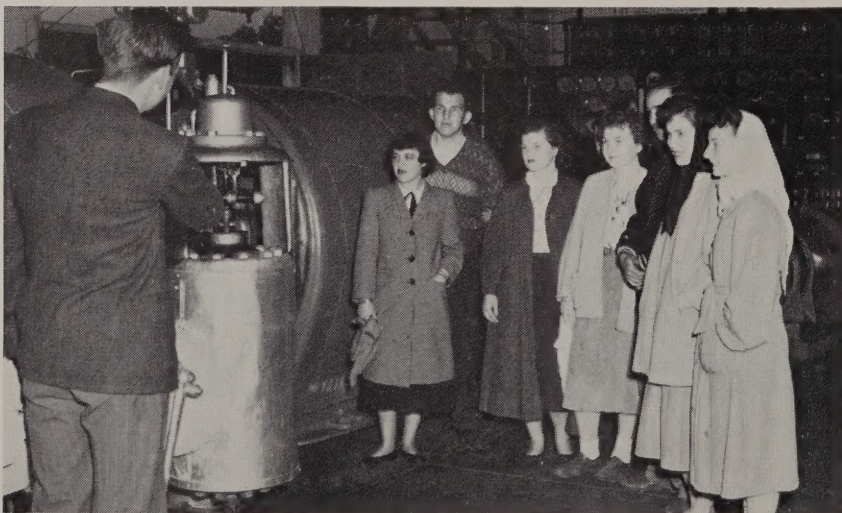
Maurice (measles) Hanscom is back to work after his illness. He said it was no joke at his age.

Watch out, girls! Wilbur Fay has a new Packard.

Retired



John P. Wasilunas, 40 St. James Ave., Norwood, employed from April 12, 1920, first as finisher at No. 1 Box Shop, then for a few months in 1934 as finisher at the Flooring Plant, and again Stapler-finisher at No. 1 Box Shop Solid Fibre Finishing Department from September 10, 1934. Retired May 2, 1949.



Members of the Office force who had not been there before visit the East Walpole Mills. The day before they had gone through the Flooring and Roofing Plants at Norwood. Bill Stillman conducting, stops in the Turbine Room to outline the power system to: Alba DeChellis, Mason Clark, Kathleen McHugh, Nancy Fleck (with George Duley hidden behind her), Tony Ciannavei, Evelyn Demers and Lillian Gianetti.

"MacDonald" Barnes is branching out in two ways — a farm in Foxboro, and a new car.

Alec MacDonald took as his bride Margaret Drummy on May 21st. Best wishes, Mac.

We welcome James Costello back to work after his recent operation. He's looking good as new.

Oldest retired employee James Hadden dropped in at the Personnel Department to say hello the other day. He was looking pretty chipper for all his almost ninety-four years. He says he likes getting his REVIEW and added, "Tell them I was in."

NO. 1 BOX SHOP

JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEW

LORRAINE OLSON
EDWARD PADUCK
HENRY JOHNSON

Gus Hogan is a hard man to convince that the Red Sox are superior (?) to the Braves. The three victories of the Sox in the Boston City Series really floored Gus.

We are glad to have Tony Lasinskas back with us again after his recent illness.

Larry and Norma Disnard, both from this shop, are now in their long-sought-for apartment in Norwood. We wish them the best of luck.

Louise Conti is now Department Clerk in Solid Fibre Cases, replacing Barbara Green, who has gone to Shipping.

Anna Kane Walker, formerly of the Office here, paid us a surprise visit recently, bringing with her her beautiful little daughter, Joyce. Anna certainly looked very happy.

Lorraine Olson is welcomed as new REVIEW correspondent in Corrugated Cases, taking Frances Fahey's place.

Norma Disnard and Angela Benedetti had one helping too much of Ralph Watson's lunch cookies. Ralph claimed that the cookies were disappearing too often, so he decided to doctor them up. Result: two very hot mouths.

Catherine Bellew and Rose Ruggiero (who used to work at No. 2 Box Shop), flew to New York City recently. They reported a fine time.

Bill Urquhart's Persian rug caused quite a stir when he exhibited it in the cafeteria the last of May. It is a beautiful thing and was much admired. (Story on Bill and his rug will be in the July REVIEW.)

See your correspondents' picture, page 12.

NO. 2 BOX SHOP

ELNA GOTTBERG
A. D. SMITH

JOHN MCGRATH
BERTA KUGEL
BARBARA COYNE

We wish to extend our congratulations to Supt. R. L. Tupper on the occasion of his fortieth anniversary with Bird & Son on June 7.

Congratulations to Melvin Doucette on being made a high speed press operator, as well as for having a new 1949 Plymouth.

"Jo" Rose was the first to enjoy her vacation. She spent a week quietly at home.

We congratulate Marion Thomas, who completes five years with us on June 27.

We lost a couple of old reliables from Shipping recently — Al DeFlaminis and Al Blais. They didn't go far away though — just to Shoe Cartons. Good luck, fellows.

Raymond "Jake" Dyer has already entered



One of the show pieces of East Walpole is No. 5 Paper Machine. Visitors from the Office are: Mary McDonagh, Frances Ivatts, Doris Meyer, Mildred Randolph, Connie Marzuolo, Patricia Connolly, Mary Moylan, Virginia Reardon, Christine Burke and Sally Lambert. Guide is Frank Nyborn.



Now when somebody says "Send it to the beaters," they know what it means — that paper stock really gets beaten to a pulp in the huge machines at the Paper Mill. Office visitors taking it all in are: Aubrey Clark, John Shelley, Helen Goetz, Evelyn Thomas, Kay Gullich, Harry Loring, Frank Hignett, Marianne Masino, Joe Cleary and Arthur Glastetter. Back to is Eddie Costello, guide.

his home-made racing stock car at the Norwood Arena. Indianapolis, here we come!

Mary Sline and Arthur Sprague are our two fellow employees who are retiring at the end of this month. We shall miss them but wish them happiness in their leisure.

Joe Ralkevich and Gus Smith have just celebrated their fifteenth anniversary with Bird & Son. Three weeks' vacation, boys!

We welcome the following men from the New Box Shop to Shoe Cartons: Joseph Lipinsky, John O'Neil, Raymond Calleaux, Angelo DelSignore, Donald Parkinson, James McPhee and Joseph Foley.

Glad to see Alma Walsh back to work and looking well after her recent operation.

We hope Mary Brady is feeling better and will soon be back to work.

Vacation days are fast approaching. Whatever way you choose to spend your vacation, enjoy yourself in the best possible way. That is the joy of working during the past year.

Alonzo Blais was married June 5. The new Mrs. Blais is the former Mary Morino of Walpole.

George Chapman likes his new job very much. He is a new Box Rotary Operator.

Louie Hertel was one of the first to take his vacation, but he had to spend it taking care of his wife, who was sick.

Henry Van Gemert spent his vacation at the Cape.

Dick Walker had ten teeth pulled, with more to come out. Ouch!

Two recent engagements to announce: Jimmy Patchin to Rose Ann Aurilio of Walpole, and Spencer Peckham to Helen Kremer of West Roxbury.

There are two new faces in the Shipping Dept., Walter Danovich and Joe Johnson. Welcome, fellows!

On June 2nd, Betty Kugel ate and ate and ate. The reason: on June 3d she had her tonsils out.



REVIEW correspondents of No. 1 Box Shop. Seated: Catherine Bellew, Lorraine Olson, Ramona Chicoine. Standing: Henry Johnson, Jack Walsh, and Ed Paduck.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

Roger Amadon, new Mechanical Engineer, seems to be fond of practical jokes, or was until one caught up with him lately. Howard Bearce and Len Weaver had been to see a local quarry in Howard's car. Just as they pulled into the Granule Plant yard they saw Roger's posterior protruding from beneath the hood of Len's car. It seems Roger was disconnecting the spark plugs and intended to sit back and watch the results. The only trouble was that the results came too soon.

Winter is over. John Conroy's ancient Ford has bloomed like the willows at the margin of a lake into a rich, deep, verdant green. Can Spring be far behind?

Fred Babel reports the arrival of a new baby girl named Paula Marie, weight 8 lbs. 8 ozs., born on May 4th. This makes two girls and a boy for Fred.

John Faulkner is sporting a '47 Plymouth, noticeably newer than his previous model.

Don Frazier has just returned after enjoying the first of his three weeks' vacation fishing in the Jackman, Maine, area. After several poor days he at last had a good catch and will produce photos to prove it.

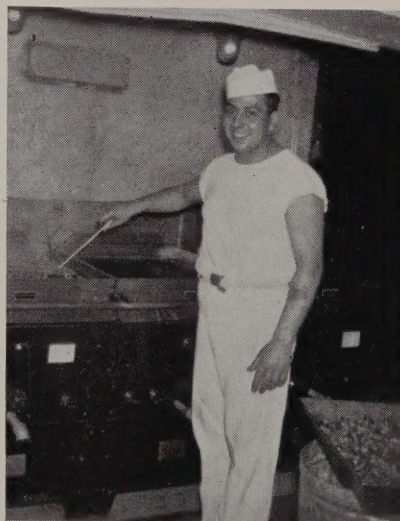
Stan Sallie knows what frustration the convict feels who tunnels to freedom and finds himself in the warden's office. Stan spent many man-hours driving an 80-foot well for his Manomet cottage, only to have to pull it all up after striking water. The bottom end of the pipe had broken off. So now he is sinking an 80-foot well for his Manomet cottage — and hopes not to pump up sand with his water this time.

Eddie Driscoll has been making trips to Woburn for quite some time. Reports have it that it won't be long before he will be marching up the aisle for the "I do."

Len Weaver gave his usual stellar performance singing the role of Lord Tolloler in the Milton production of Gilbert and Sullivan's "Iolanthe."

Tony Renda recently journeyed to Niagara Falls to attend the wedding of his nephew. Before going there Tony went to Providence to pick up a ring sent over from Sicily by the bridegroom's grandmother. (Tony's mother). This ring was brought over by a friend who had been visiting in the Old Country. At the ceremony in the church in Niagara Falls Tony made a surprise presentation of this keepsake ring to his nephew, who was very much pleased with this token from overseas.

Hilmer Eklund has already taken one of his vacation weeks to spend at his cottage at the Cape. He reports very good striper fishing, catching as many as seventeen in one day.



Coming right up with those French Fries is John Lippolis, now in the Navy on leave of absence from No. 9 Roofing Machine. He re-enlisted about a year ago and is a cook aboard the aircraft carrier "U.S.S. Leyte."

Bill Price is vacationing with his family, taking a trip to his wife's home in South Carolina.

Bob Worthington has been a proud poppa since May 18, when a son arrived to gladden his household. We extend our congratulations to the parents and to grandmother Hazel Worthington, who used to work in the Roofing Storeroom.

Roger Percy, the old salt, organized another of his deep-sea fishing parties from Plymouth for the Memorial Day holiday. Many workers from both Roofing and Granule Plants went along to try to catch that BIG ONE.

Our deepest sympathy to Frank Mazzocca, who lost his step-father on May 20.

This summer Pierino Palazzi is taking a trip to Italy to visit relatives and friends in his childhood home.

After two or three weeks of planning, the fishing expedition was finally settled. Kenneth Coates, Martti Sorjanen and Gus Holtman set out. Sad to say, however, the net catch for three men for three days was — one crab.

Blessed events for No. 7 Machine men: Cigars came from John Heylin to celebrate the arrival of John William, Jr., his first child, weight, 7 lbs. 2 ozs., date, May 14. A girl named Beverly Ann, was born to John Corcoran on lucky Friday the 13th. She weighed 8 lbs. 1 oz. Best wishes to you all.

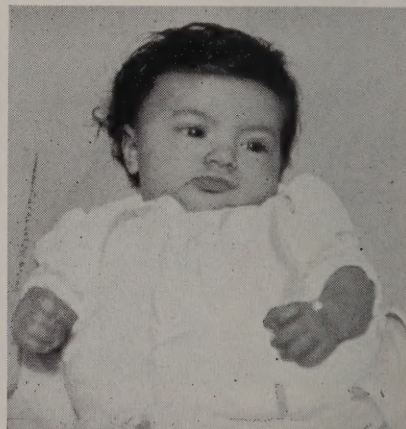
Frank Bigelow recently underwent an appendectomy. We hope he has a speedy recovery and will be back with us by the time this issue is out.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY	DOROTHY HAWES
RICHARD ELLIS	CLARENCE PHILLIPS
JAMES CONNOLLY	JOHN GROVER
CHARLES COBB	RUSSELL RICHALL
CHARLES NOVICK	

Jerry SanFilippo has two new additions to his family — a baby boy and a new television set.

Jim Bunker spent his May vacation in Brooklyn. See any Bums?



It's a brand new daughter, Laura Marie, for Mr. and Mrs. Larry D. Marzuolo. Larry works in the Oiling Department at the Norwood Roofing Plant and Granddad Tony is on No. 1 Roofing Machine. In spite of his becoming a grandparent, Tony doesn't look one day older.

Frank Dima also was in Brooklyn, attending his brother's wedding at which he was the best man. He drove down in his newly acquired Dodge.

Victor Dyer has moved to the Deep South — Mississippi, that is.

Bob Fullerton has just painted his car.

Carl Rafuse has been telling Tom Cotter that his four-months-old baby is already talking. Does Tom really believe him?

Bill Ivatts' son Bob and Jim Bunker's son, also Bob, are taking turns playing third base on the Norwood High baseball team.

Also on the sick list for some time have been George Wood and Jimmy Murray. We are glad to hear they are both coming along, though slowly.

Eric Soderlund has come forth with a new Chevrolet.

Already out enjoying a New England spring on their vacations have been Charles Bochanowicz, John Malacaria, Victor Grant and Sherman Coulter.

Otto Engdahl had a bout with his tonsils. He lost them.

Sam Steele is riding around in his new car. George Johnson also is the owner of a new-er vehicle.

At this writing Jesse Walker is still out after an auto accident.

Fred Weiss

FRED WEISS, who retired eight years ago last September, died at his home in Roxbury on May 9th.

His total years with Bird & Son, including the years of retirement, would have reached forty in July of this year. He started in 1909 in the Shipping Department of No. 2 Box Shop and worked continuously there until his retirement at the age of seventy in 1940.

Upon his retirement he made his home with a daughter, Mrs. Jennie Absit, in Roxbury.

Funeral services were held at the Forest Hills Crematory on Wednesday, May 11th. He is survived by Mrs. Absit and another daughter, Miss Emily Weiss of Boston.

Light Up

LIGHT up your yard this summer. It's fun, you'll enjoy longer evenings outside, and new garden beauty. And lighting up is simple, says *Better Homes & Gardens* magazine.

Just hook up a length of garage-mechanic's cord to your handiest source of electricity. Run the cord out a garage or basement window. Then hook on a floodlight. Use the projector-type that won't break when rained on.

Experiment with new tricks to glorify your garden. Hide a lamp behind your finest flowers and let the light shine through. Or light up a tree. But make sure the source of light is hid. Light should fall from two directions — back and side. Or hide a lamp high among the branches. Leaves glow against the black night.

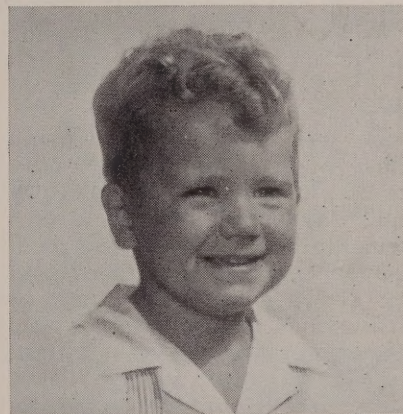
Light up a picnic area with a couple of floods. Keep them 25 or 30 feet away and bugs won't bother you. If you want to, you can have a permanent plug-in-point outdoors. Run a lead-covered cable out to the spot you've picked for outdoor living. Lay the wire underground below spading depth. Use an outdoor weatherproof outlet.

Besides using the outlet for lights, you can plug in hot plate and toaster for a quick snack of sandwiches and coffee. Your friendliest room on summer evenings can be a room without a roof. Long after sundown, you'll enjoy cool breezes in your outdoor room.

Sports are lots of fun after dark when it's cool. Some night soon, why not light up a small patch of lawn and trot out your favorite game? Place lights high for games.

Don't overdo it. One or two floods, and a few small lights are best. With only a few, too, you won't overload your circuit. Throw light only on your best places. Your yard will look better than in daylight, because darkness hides the weedy places.

Try lights here and there. Before you know, you'll be off on a hobby that pays off in beauty and fun.



Roland Greenough of No. 1 Roofing Machine has three fine looking children, Mary Lou, five, and Frank, four, (above) and Edward, two, (below). All three are reported to be enthusiastic gardeners and working partners with their father in a backyard project.



Renzo Ippoliti, husband of Jennie of our Norwood Roofing Laboratory and a worker at our Norwood Flooring Plant during the vacation period last summer, submitted this interesting picture of Niagara Falls in last year's Vacation Picture Contest. It didn't quite win a prize, but we are printing it here just to cool you off these hot June days.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Three Teams Enter E. Providence League

THE windup of the bowling season was a session with the Metropolitan Bowling League champions when a championship tournament was held in West Warwick. Our team was one of those picked to represent the East Providence League but from what we hear they got a little jittery bowling in the big time and didn't do quite so well.

We have three teams representing Bird & Son in the summer activities of the East Providence Industrial League.

The softball team under Captain Inman is playing in an eight-team league with games every Wednesday night. So far two games have been won, the Bird team defeating both Rumford Chemical and McLean Trucking. In addition to the high class pitching of Captain Inman our team seems to be noted for heavy hitters. Gil Dias got a home run, Joe Wynne, Howie Inman and Johnny Arruda have each got three-base hits, and two-base hits have been made by Gil Dias, Howie Inman and Dick Carlson.

The golf team is also playing in an eight-team league. They are holding their matches every Monday night at Segragansett Golf Club. Captain Bill Kanoski has several new faces on his squad this year including Phil Giordano, Ray Robillard and Charlie DelValle. Bob Pearson and Angelo Medici, veterans from last year, are also playing. So far the team stands second in the league.

Our horsehoe team under Captain Willie Carlson played their first match May 18, defeating Green Brothers, 2-0. Captain Carlson has good prospects for a successful season and he has several new candidates for his team. Those interested in getting on the team should see him.

Phillipsdale Notes

Henry Gibb, one of our Insulating Plant Machine Tenders, has recently bought a new home off Newport Avenue in Pawtucket. We wish him lots of success in it.

Raymond Nolan is receiving congratulations on the birth of his third daughter, Dorothy Mae, on May 9.



Lorraine, seven, and Edward, twelve, children of Edward Boisvert of the Phillipsdale machines. This picture was taken on May 8th, the day that Lorraine was confirmed.

Several of the friends of George Hawley, our "chief engineer emeritus," went with him to St. Paul's Lodge AF&AM in Newport to help him celebrate his 50th anniversary as a member of the lodge.

Manuel Oliver, a Fireman, has recently started the construction of a new house in Swansea. Construction hasn't progressed far enough yet for a picture but we hope to get one soon.

Arthur Turner and Arthur Trudell tried rushing the season a little when they went quahogging on May 8. We understand that although they didn't have to cut any holes through the ice the water was plenty cold.

Jack Cabral is receiving congratulations on the birth of another litter of kittens in the office.

Some of the boys have started fishing again. We understand Johnny Arruda goes every Tuesday and that Arthur Turner had a big day recently when he caught 53. Joe Queenan reported that he got "about 50" off the Cape.

We are sorry to hear of the death of Joe Reposas's father and also of Mrs. Peter Zuba. We extend our sympathy to these families.

Many of our oldtimers were sorry to hear of the death of Hugh Treacy, who was one of our Watchmen for many years.

Howie Inman, Arthur Trudell, Charlie Anthony and the Queenans went to see the opening game at Fenway Park between the Boston Red Sox and the Yankees.

Manuel Perry has not been doing quite so much whistling lately or eating as many steaks, but he says he will be back to normal as soon as he gets his new teeth.

Ben Pino went to New York for a reunion

with his buddies from the Flying Air Corps and returned well pleased for having had the chance to meet his old friends.

We had almost an avalanche of new cars this last month. Manuel Perry has bought a new DeSoto, Manuel Rebello and George each have new Nashes. Six other men have new second-hand cars, all different makes. Chappell has a Buick, Robillard a Ford, John Cyronak a Pontiac, Rakutis a Chevrolet, Howard an Oldsmobile, and Amaral a Packard.

Suggestion Winners

SUGGESTION awards fell like rain — well, almost — on the Phillipsdale Plant last month. Out of twenty-eight accepted, Rhode Island plant employees accounted for fourteen and pocketed \$115.00 in awards and bonuses. It was a good suggestion month, six more accepted than for the same month last year. So far 1949 has produced 99 accepted suggestions, as compared with 95 by May of 1948. Here are the winners for the month of May:

\$10 AWARDS

John Borges, DPP
Richard W. Carlson, PPL
William Cherry, FFF
John Conley, DPE
G. E. Couture, EMM
B. F. DeSavage, FFG
Robert Hood, EMM
Joseph Marrier, DPM
Edward F. Perry, DPX
Edward Wisniewski, EMM

\$5 AWARDS

Anthony J. Abril, FBQ
Austin A. Allan, FFM
William D. Andrew, DPI
Robert J. Barbaglia, FFG
Rosario Campagna, FBV
Albert Carlson, DPPMI
George W. Chapman, Jr., FXR
John Conley, DPE
*Albert J. Dyson, DPIF
Clarence Young, FFG
William J. Gecawich, DPB
Anthony Grinavic, FFG
*Harold Hyde, DPR
Albert Kaiser, DPM
Robert Moore, CPC
Edw. J. Sears, FBQ

Two Flooring men, one from Norwood Roofing and two from Phillipsdale earned the additional \$10 for five accepted suggestions. They were: Anthony J. Abril, John Conley, Albert J. Dyson, Anthony F. Grinavic and Clarence Young.

*Two accepted in this class.



Rumors make mountains out of mole hills--let's be sure of the facts before we pass the word along. To stop confusion--to stop misunderstanding--stop rumors!

IT'S UP TO ALL OF US!



"Pop's home!" Keep that cheery welcome ringing at the end of each working day. Observe the safety rules--protect yourself--for them.

IT'S UP TO ALL OF US!



Let's brush confusion away. Disorder breeds accidents, carelessness and unpleasant working conditions. A neat, clean orderly plant adds to your comfort and self-respect.

IT'S UP TO ALL OF US!



We spend a good part of our lives on our jobs. You can make them pleasant hours--or unpleasant hours. Good will builds neighbors and good fellowship.

IT'S UP TO ALL OF US!

"It's Up to All of Us" series courtesy of the Sheldon-Claire Co.

Good Neighbors

LAST month's poster series all stressed the importance of the company being a good neighbor in the community where it operates. These posters emphasized such things as stopping rumors, working safely, maintaining good housekeeping in the plant and co-operating with each other.

Every one of these items is important if we are to enjoy working with

each other, and if the community is to "enjoy" Bird & Son as a business neighbor.

For years, Bird & Son management has stressed the fact that we want Bird & Son to be known as a good place in which to work. This means not only good working conditions inside the plant but a friendly co-operative attitude with regard to all community affairs.

Perhaps you have an idea for improving working conditions within the plant or perhaps you have a

safety suggestion. If you have any ideas on these subjects, write them out today on a Suggestion blank and send them in. If your idea can be used, you will benefit with a cash Suggestion award, and the company will benefit by keeping its reputation as a good place in which to work.

Send in your suggestions now.

Rita Tremblay



May we introduce Rita Tremblay. Rita is not a very common name and neither is Tremblay, but oddly enough two Rita Tremblays work for Bird & Son. The lovely little lady with the hat and the bangs is Rita Tremblay of No. 1 Box Shop, East Walpole. From Auburn, Maine, comes the other beautiful Rita.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of July, and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
James J. Geary	7-9-83	Retired	66
Elmer H. Bartlett	7-25-85	Advisory	66
James Hammond	7-14-94	Retired	55
William F. Geary	7-1-96	Finishing Mill	53
James Hadden	7-1-03	Retired	46
Chester H. Andrews	7-10-07	Box Sales	42
John Grane	7-8-08	Retired	41
Holly Zabrowski	7-6-11	No. 1 Box Shop	38
Holly B. Dyer	7-14-11	Retired	38
William E. Harper	7-30-12	Retired	37
Patrick Costello	7-29-13	Finishing Mill	36
Joseph A. Sheehan	7-23-15	Staff Engineer	34
William Lewicki	7-6-16	Paper Mill	33
Eli L. Chamberlain	7-31-16	Vice President in charge of Bldg. Materials Div.	33
Paul Sansone	7-2-17	Roofing Plant	32
Tony Simkus	7-23-17	No. 1 Box Shop	32
Andrew O'Malley	7-24-17	Power & Steam	32
Marion F. Smith	7-1-18	Office	31
Anthony Capachin	7-16-18	No. 2 Box Shop	31
Carl Jennetta	7-23-18	No. 1 Box Shop	31
William J. Colmer	7-11-19	Flooring Plant	30
Charles H. Seavey	7-14-19	Roofing Plant	30
William A. Gordon	7-2-20	Retired	29
Howard S. Whitney	7-6-20	Director of Industrial Engineering	29
Matthew G. Phillips	7-12-20	Roofing Plant	29
Carlo Salvatorelli	7-14-20	Paper Mill	29
Elmer A. Bursley	7-26-20	No. 1 Box Shop	29
G. B. Cocke	7-1-21	Retired	28
Alfonso Dilulisi	7-2-21	No. 1 Box Shop	28
John L. Geraghty	7-14-21	No. 2 Box Shop	28
Vincenzo Meomartino	7-14-21	Roofing Plant	28

Patrick F. Rogers	7-15-21	Office	28
John E. Johnson	7-22-21	Maintenance	28
William McLaughlan	7-26-21	Roofing Plant	28
Herbert A. Schaier	7-5-22	Office	27
Michael Kozloski	7-7-22	Paper Mill	27
Daniel Keady	7-22-22	Roofing Plant	27
Stephen Zinkowsky	7-25-22	Roofing Plant	27
Attilio Tronti	7-11-23	Roofing Plant	26
Donald W. Ross	7-17-23	Flooring Plant	26
Victor Jankowski	7-20-23	Paper Mill	26
Frank Vietze	7-23-23	Office	26
Felix J. Counter	7-8-24	Flooring Plant	25
Albert V. Duffy	7-11-24	Flooring Plant	25
Edward B. Holmes	7-21-24	Box Sales	25
B. L. Sears	7-21-24	Roofing Sales	25
Edwin W. Gilmore	7-30-24	Maintenance	25
Albert F. Gilmore	7-1-29	Paper Mill	20
Perley H. Mudgett	7-1-29	Paper Mill	20
Edgar B. Bigelow	7-18-29	No. 2 Box Shop	20
Vito Carchedi	7-30-29	Roofing Plant	20
Edward J. Travers	7-9-34	Flooring Plant	15
David J. Curran	7-6-39	Flooring Plant	10
Leona L. Paquette	7-18-39	No. 2 Box Shop	10
Romeo Valerio	7-18-39	No. 1 Box Shop	10
Edward Paduck	7-19-39	No. 1 Box Shop	10
Anne Walukevich	7-21-39	Office	10
Annabel R. Cobb	7-31-44	Office	5

PHILLIPSDALE

Fergus G. Christie	7-1-13	Retired	36
Joseph Betencourt	7-28-20	Plant	29
Antonio Dias	7-28-24	Plant	25
William D. Andrew	7-16-29	Plant	20
Joseph McBride	7-25-29	Plant	20

CHICAGO

Harry C. Prinzler	7-1-13	Roofing Sales	36
Nicholas Ahrens	7-6-22	Plant	27
Benjamin Gasparro	7-17-22	Plant	27
Walenty Niewidok	7-18-34	Plant	15
Lillian Grembowicz	7-5-44	Plant	5
Jerome J. Traves	7-26-44	Roofing Sales	5

SHREVEPORT

John C. Marshall	7-21-39	Plant	10
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BERRY ASPHALT COMPANY

Homer J. Sarrett	7-13-39	Waterloo	10
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Glenwood Gossip

By ROBERT STEWART

We are glad to throw out the welcome mat to Kenneth Kahler of Berry Asphalt Company, who is now at Glenwood in charge of special work. Although Kenneth is not a Glenwood employee, strictly speaking, he is a good scout and we gave him the usual hearty welcome. That is, we told him that if a case of cold drinks did not show up in the near future, he might find himself in the river some cool morning. Kenneth doesn't like swimming under those circumstances, so cold drinks were enjoyed by all and Ken is now officially welcome!

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE McMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Speaks

L. L. Williams came to work one day with three letters to mail, two for Roy Rogers and one for Cornell Wilde. Mr. Williams categorically denied any personal interest in these letters, claiming he was merely acting as letter carrier for a six-year-old friend and neighbor.

Mr. and Mrs. Robert Jenkins and Mr. and Mrs. Nils Steenhil have taken to square dancing once or twice a week. Margaret (Mrs. Robert) was the instigator of this effort and we understand was somewhat embarrassed when on the first evening the quartet arrived to find the dance hall taken over by a ping pong tournament. The next week the dancing was fine and all were ready for sleep at the evening's end.

H. B. "Bo" Beauchamp, L. G. "Red" Houston, F. E. "Deacon" Dyess, and A. G. "Al" Harper all visited the plant within recent weeks to spend a day at the mill with dealers from their sales territories. All four of them are looking hale and hearty and in high spirits. As usual, we were pleased to see these fellows and to welcome their dealers to the Office and the Plant.

Kavat Loe has quite a breadwinner in the family, though she is rather young. His two-year-old daughter won a \$50.00 prize at a Merchants' Drawing at Arcadia.

We are always glad to see our Yankee friends and we have recently had visits from John Watson, C. A. Sumner, W. C. Ahlgren, and at present Lester Tarbell is visiting us. When Mr. Tarbell refused a doughnut at coffee time we thought he was a light eater, until L. L. Williams said he had just completed TWO orders (large, that is) of wheat cakes.

James S. Smith has joined the growing list of employees living in Bossier City. He is living now at 2231 Timothy with his wife and new baby.

Frank Markham and Jack Cooper were enjoying their office to which a new wall has just been added by Rust Engineering Company, when suddenly they heard a strange noise as if something were scratching inside the wall. It rapped a few times and finally when there was no "Joe Sent Me" follow-up, they cut a hole in the wall to see what caused the noise. It was a bird. The creature was so exhausted from its efforts to fly over the wall that Frank had to feed it some cinnamon roll before it could fly again.

Dick Potter is the 1949-1950 president of the Shreveport Civic Chorus and Oratorio Society and sang at the Byrd High School auditorium in the club's Spring Concert. Congratulations, Dick; that is certainly nice going. Incidentally, his wife and sister-in-law sing in this chorus too.

Mathew Loston is in Tri-State Hospital following an appendicitis operation. We hope he is soon back on the job with us.

Howard Jackson has just returned from his second week of vacation. Leaving Friday night they made their first stop Dallas, Texas. The next night found the Jacksons in Wellington, Texas, almost 500 miles away from home. On the return trip they stopped in Mt. Pleasant to visit Howard's father, who is now able to be

up and around again. Before returning to work Monday, Howard traded cars again. He is now owner of a 1947 maroon, 4-door Chevrolet, which really glistens with newness.

W. Franklin Scott is not old enough to be a Mason so he joined the most comparable organization, the DeMolays.

Charley Patterson, Bill Baxley, Elton Bamberg and Alvin Patterson with some other boys out of our neighborhood played a softball team the other Sunday and won 16 to 15.

Dude Davidson took a week of his vacation the last of April and spent part or all of each day fishing with Bobby and the rest of the family. They reported some nice strings of bass from various lakes and one four-pounder Bobby caught in Cross Lake. It was nice seeing Bobby again and we all wish him the best of luck when he returns to duty in the Navy.

Lucille McMurtry came to work several days ago to find a very pretty vase of roses on her desk. She has not been able to find out who brought these or the several other bouquets she received the following mornings.

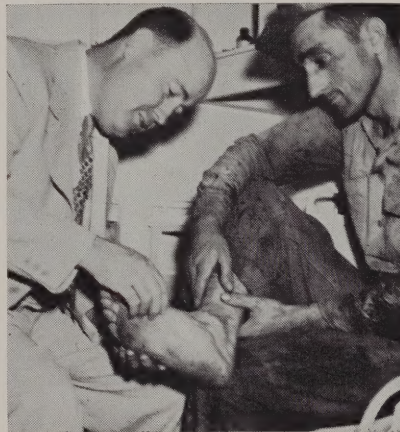
Claude Ragsdale is the proud owner of a new 7½ H.P. Martin Motor. He also purchased a boat from Mode Myers and William Winkler which he is painting red, white and blue to go with the motor. He has informed all Big Bass Contestants they had better watch out for him now.

The Shreveport Shipping Department did themselves up good during the month of April. They broke the daily, weekly and monthly shipping records, all in the same month. This is a very fine job and it could not have been done without the help of each and every one of the men. Willie Smith is proud of his department for breaking these records but wishes to point out that it could not be done by the Shipping Department alone and that each man at the Shreveport Plant had his part in making the shipments possible.

Robert Jones and Cephas Myers went bream fishing at Black Bayou the other afternoon and caught forty large bream and are making plans for a return trip.

The first bass has been entered in the Big Bass Contest by Willie Smith. It was caught on a shiner scale river runt on Cross Lake early April 17 and weighed in at 4 lbs. even. A number of nice strings of white perch have been brought in by various fishermen including Mode Myers, William Winkler, Dude Davidson, Cephas Myers, Willie Smith and Phil Leon and Phil Johnson. In the last REVIEW we told you of the hog eating William and Dude's fish. Since then William and his wife went fishing, caught twelve nice big white perch and let them get away, stringer and all.

The Ed Baileys are the proud parents of a second child, born April 27, who weighed 8¼ lbs., and was named Terry Glenn. Cigars were passed around by Ed with a broad grin. Both mother and son are doing fine.



Dr. Jack B. Birdwell, Shreveport plant doctor, examines A. C. Sheppard's foot. While building a picket fence at home, Shep had stuck a nail in his foot. At Shreveport as at other plants, home accidents, as well as accidents within the plant, are treated at the company hospital.



Dr. Jack B. Birdwell leaving the Shreveport Plant after his weekly visit.

You should see the beautiful 21-jewel Hamilton watch A. W. Miller is wearing. It was given to him by Booth Lodge F. & A.M. when he completed his year as their Worshipful Master last year.

Lucille McMurtry spent a week-end sight-seeing in Natchez, Mississippi. She reported a fine trip and saw many interesting sights as well as the beautiful homes that were open during the Annual Pilgrimage and Azalea Festival. Among the old landmarks she had the opportunity to see were the Goat Castle which figured prominently in the headlines some time ago. She also saw that old home Longwood, which was never completed. The basement was done and work begun on the upper section of the building when the call was issued for volunteers for the Civil War. The workmen left their jobs and answered the call. In the upper uncompleted stories of the building can be seen paint cans, brushes, tools, and old clothes, long since moulded and in all stages of decay. Tradition says these are the same clothes cast aside by the workmen when they left in 1861 and have remained there until now.

Wanda Outlaw left May 6th for a month's vacation through Texas and California. We know that she will have a wonderful time.

Vivian Wilson had a very pleasant surprise on her birthday, when her mother gave her a surprise dinner and several nice gifts.

Gerrude Salter is happy to have her mother back with her after a month's illness in Galveston, Texas.

The little glass car [for newest car owner] is now on Cyril Wilde's desk. Mr. Williams presented it to Cyril when Cyril purchased a new blue Plymouth coupe. With that keen "hunting equipment" he may not be referred to as the eligible office bachelor long.

We Tie Rust

AFTER careful deliberation the Rust Engineering Company decided they were qualified to challenge the Bird bowling team. Their challenge

to a three-game match at the Shreveport Bowling Center was accepted. The contestants met, Rust being represented by Sandifer, Schwilm, Steenhill, Murphy, Hamilton, Staggs and Malone. Williams, Myers, Potter, Soward, Markham, McNeill, Creglow and Sompayrac battled for Bird.

After a bitter fight these scores came forth:

6,536 pins dropped. Bird & Son knocked down 3,250. Rust, 3,286. Rust won by 36 pins.

Games played: Rust won 3; Bird, 3. Sets played: Bird, 2 games; Rust, one game.

With such a hot, close contest, it was officially decided to consider it a tie. As this goes to press the opposing camps are preparing for a return engagement. Almost any night the Rust contestants can be found at the alleys practising up for the coming bout. Bird bowlers, on the other hand, are lazily loafing, playing tennis or dabbling in some other unrelated sport.

Foot note: Rust had their challenge prepared officially in the presence of a Notary Public and properly witnessed.

So-o-o?

Berry Asphalt News

Magnolia Office

By STELLA HINES

W. J. Liechty has returned to the office after a very restful vacation spent brightening up a few spots here and there around home with a paint brush.

Coming Soon

Story on Berry Asphalt Company oil fields coming soon.



Easter morning Doles Taylor drove his wife and two children to church. When they returned they found their home reduced to ashes as pictured here. Sympathetic Shreveport employees have donated \$136.00 plus clothes and household items. Taylor has not lost courage but plans to start another house in a few weeks.

Fishing season has really opened up and for those who love to string those worms on a hook it's really hard to stay in the office. Magnolia merchants have begun their summer custom of closing on Wednesday afternoons and on that day the lake and river banks are crowded.

As for my vacation — it turned out to be a case of fighting a cold that developed into virus pneumonia, so forget that. Maybe the week in August will be worth reporting.

We were happy to see Jim Van Pelt and Roy Francis of Chicago in the Magnolia office this week. Mr. Ahlgren of East Walpole also spent a day with us.



Mr. and Mrs. Van H. Evans leaving the First Baptist Church of Bossier City, Louisiana, after their wedding April 14th. Mrs. Evans was Margaret Lenora Hanley, a former Shreveport office worker during the summer vacation periods, and a niece of Grace Fuller of the Shreveport Accounting Department.



The tall rangy fellow at the far right is John Ben Byrd, star forward on the high school basketball team at Stephens, Arkansas. He is the son of Dave Byrd, Loading Rack Man at the Stephens plant.

NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA GEORGE, VIRGINIA O'BRIEN, LAWRENCE PETERSON

Bowl-Off for Third Won by Stones

THE last night of bowling was the night the sweepstakes were run. Since no individual or team could win more than one of the four individual and team prizes it was a sterling contest. Results are given below.

The keynote of the night was the bowl-off for third place in the standings. It was a three-way tie among Insulated Stones, Paroids and Proslates. First the Proslate team, rolling against the Paroid Team, bowled a total of 951 pins to beat them. Then the Insulated Stone team came on to take the next game from the Proslate Team by a score of 821 to 767, thereby winning third place. It was an amazing comeback for the Stones, as the first of the year they were deep in seventh place. With the help of Ray Coglianese, and with Eddie Doran and Rube Mayer beginning to catch fire, they slowly but surely felt their way along until they wound up in the three-way tie and then went on to win in the playoffs.

Sweepstakes winners:

Without Handicap

High Individual Game — Al Claudy — Proslate — 213

High Individual Series — Rube Mayer — Insulated Stone — 525

High Team Game — Insulated Bric — 789

High Team Series — Proslate — 2150

With Handicap

High Individual Game — Bob MacLeod — 216

High Individual Series — John Trontell — 579

High Team Game — Master-Bilts — 883

High Team Series — Waterdykes — 2551

So wound up the 1948-49 Bowling League at Chicago.

Softball - Tuesdays

Softball has begun in the Chicago area with a Bird & Son team in the YMCA Industrial Softball League. This 100% Chicago Plant team plays every Tuesday night at Ogden Park.

Chit Chat

Arthur Soltan, son of Tony Soltan of our Sample Dept., played the role of Major General Stanley in "The Pirates of Penzance," presented by the choral department of Leo High School recently. The fellow workers of his father in the Bird & Son organization join in congratulating Arthur on his splendid performance. Arthur will graduate from Leo High in June and in July will enter the Novitiate of the Christian Brothers. Our best wishes will follow him for much joy and happiness in his new vocation.

Milt Crawford and Jimmie Scott of the Slate Felt Unloading Gang claim they are going to get a ball team of the oldtimers and play Bird & Son's softball team some Sunday morning. We understand the regular team will accept the challenge any time the oldtimers give the word.

George Alsop of No. 1 Machine became the father of a baby girl on Good Friday and Faite Rudolph of No. 2 Machine, grandfather of the same baby. Congratulations to all.

Bud Bruner, Draftsman, recently spent a week-end fishing in northern Wisconsin. The sun was good and hot, there was no rain, and if the fish didn't bite, the mosquitoes did.

If anyone is interested in building an addition to his house, Rodge Summer of the Mill Office is the man to see. Rodge is building an addition onto his house in Homewood.

We are glad to see Doc Raleigh and Bill Bennett back on the job.

Chuck Finch of the Mechanical Department recently became the father of a second baby girl. Mother and daughter are doing fine. Congratulations, Chuck!

Len Miller and Joe Durkin of Shipping have new additions to their families. Len has a new son — and so has Joe.

Welcome to Tom Spencer. The very best of luck to you, Tom, in your new job.



Like father, like son. Bobby Gene Davidson home on leave from the Navy spent most of his time fishing and is pictured here with a nice string of bass he caught. His father is G. D. "Dude" Davidson, Shreveport Foreman.

Shares in America

THE U. S. government is big business, maybe the biggest in the world. Like a private corporation it sells shares. These shares or securities, better known as savings bonds, are for sale at post offices, banks, and also at Bird & Son. They don't cost much and are as safe as a church. Right now and to the end of June the government is running a campaign to sell more bonds. Why? (1) To keep America financially sound. (2) To help Americans save their own money.

President Truman launched America's Opportunity Drive, as it is called, with an address broadcast over major networks on April 19. On May 16 here in Boston, as in other parts of the country, representatives of labor, industry and government gathered to hear more about U. S. savings bonds.

In his speech Mr. Truman said: "The United States has always been a land of opportunity, and this bond drive will help to keep it that way. From the very start, the buyers of United States Savings Bonds have been purchasing opportunity with every Bond. They have been buying the opportunity to thrive and prosper. They have been buying hope — new homes — a chance to go into business — to buy a farm — to face the years ahead with confidence and security. . . ."

Mr. Truman went on to say: "Savings Bonds mean more than freedom from financial worries. They signify that the owner is an active participant in the affairs of his Government, as every citizen should be. A Savings Bond is your certificate that you have a share in your country. And when a great many people own those certificates, it makes this nation a better country."

If you want an easy way to save money and to own shares in the U. S. government at the same time, you can buy bonds through payroll deductions. The money is painlessly taken out of your pay check before you get it. Then periodically when these deductions add up to the price of a bond, you receive a crisp new bond with your name typed on it. Savings bonds are handled through the Credit Union. It's your money. It's also your opportunity.

Full Season Ahead for Bird Baseball

By JOHN GLEBUS, Chairman

BIRD & SON baseball for 1949 is under the management of John Glebus with James Moylan as assistant. Sponsored by the Bird Club, the team is entered in the Senior Recreation League in Norwood. All games in this league are played in Norwood on Tuesdays and Thursdays at 6:15 p.m. All non-league games will be at the East Walpole Athletic Field Saturday and Sunday afternoons. Notices of games will be posted on bulletin boards.

The first game was played at Civic Field, Norwood, May 31. Bird & Son beat the Norwood K. of C., 8 to 6. Other Norwood games:

June 7—Cobras	—Civic Field
June 9—Farmers	—Callahan Field
June 14—Syrians	—Elliot Field
June 16—DeMolays	—Callahan Field
June 21—Moose	—Civic Field

These are the first round play-offs.

A game has been scheduled with Benny's Oilers of Franklin, now leading the Woonsocket Suburban League. We will also play the Doyle Brothers of Salem, that unique ball team made up of nine brothers.

More than enough men have turned out for regular positions on the squad. Familiar names appearing again this year include Joe Jarlis and Lily Petroni, pitchers, and Ralph Surette, all of whom are making a big comeback. Butch Songin, former B. C. football star, is playing for Bird. We also have such excellent material as Edmund Walukevich, who has had trials with the Red Sox, and Varnish Milozewski, who has been in the Dodgers system.

Batter Up, Girls!

By KAY GULLICH, Chairman

GIRLS' softball has passed through the painful first stages when all the team had Charley horses, when there was no schedule, and when the team existed only because twenty or so girls wanted to play.

At the REVIEW deadline we had our first game scheduled with Bridgewater State Teachers' College on June 2 at Bridgewater. We have a coach, Steve Cavanaugh. We practice every Tuesday night from six to eight at the Bird School Field. And we have no more Charley horses.

Men Hosts to Girls in Scotch Foursome

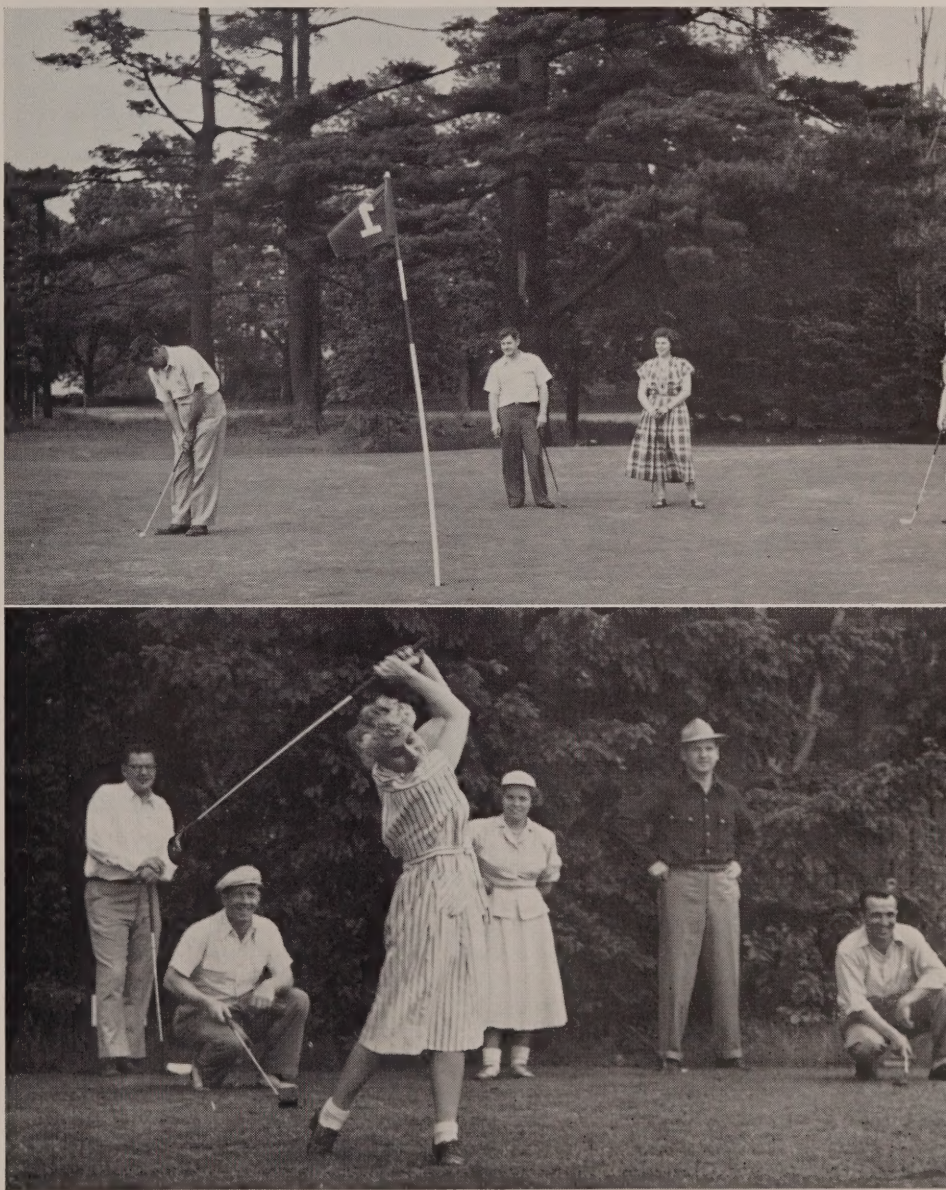
By JOHN WOLOSHYN, Chairman

BOB PREBLE'S team at the end of May was leading with 37 points. Moving up from last place, Ben Baranowski's team placed second with 35½. Third place was held by Ralph Watson's men, 27½; fourth, Joe Cleary and Co. with 20 points.

We played a Scotch foursome with the girls' league on the 24th. Eddie Morrissey and Marion Tolman took first net with a 28, while low gross of 41 was turned in by Carolyn Delaney and John Woloshyn. The next two

groups were tied for net scores.

To decide the winners the crowd moved up to the putting green and the tied contestants took ball and putter to fight it out. Mattie McLaughlan and Everett Fuller sank Sis Murray and Dimon Merrill into third place, chalking up second for themselves. A four-way tie for fourth net involved Bennie Baranowski and Julia Alukonis, Howard Whitney and Hannah Flavin, Bullet White and Pat McDonald, and John McDougall and Eleanor Garland. The winners: Pat and Bullet. The prize for the best bowling score in this golf match went to John Eppich and Patricia Connolly.



First Scotch foursome of the Bird Club season — two groups caught up in the corner by the first hole and second tee. Top: Everett Fuller putts as Ralph Kemp, Marjorie Pyne and Mattie McLaughlan stand by. Below: Carolyn Delaney, who with Johnny Woloshyn got low gross, takes a full swing off No. 2. Other followers of the exasperating little pill are: Bill Haskell, Andy Wright, Anne Lindsay, Jack Walsh and Johnny Woloshyn.



DINNER-DANCE-LOC. 1330-BIRD & SONS, INC.
ECHO INN-WALPOLE, MASS. MAY 30, 1949



E. Walpole Union Gives Banquet

LOCAL No. 1330, CIO, gave a banquet for more than five hundred members and guests the evening of May 30 at the Echo Inn, Walpole. The excellent sirloin roast beef dinner was followed by entertainment and dancing. Acting as master of ceremonies was Joe Queenan of Phillipsdale. Invited guests included Mr. and Mrs. A. H. Anderson, Mr. and Mrs. W. C. Ahlgren, Mr. and Mrs. John Collins, Mr. and Mrs. Albert Procaccini, Mr. and Mrs. Creighton Hill, Mr. and Mrs. John Burke, Mr.

and Mrs. William Queenan, Ralph A. Wilkins, Mr. and Mrs. Howard Whitney and Mary McCarthy.

The committee who made all the arrangements and put on this fine get-together were Frank LaCivita, Edward Geraghty, Francis Whitty, Louise Conti, Frances Polovitch and John Phalen. Union President Bernard Walker would like to take this opportunity to thank all the committee members, the chief stewards and stewards for their assistance in making the affair such a big success.

Anthony DiFalco

ANTHONY DiFALCO, Bird & Son worker for thirty years, died at his home in Dedham on May 15th. Although Mr. DiFalco had been in failing health for more than a year, and had lost some time earlier because of illness, he had returned to work and remained on his job until about one month before his death.

All of his employment had been in the Finishing Department of the Norwood Flooring Plant. For many years he served as gang boss of the pull-out crew and was still working in that capacity when stricken with his final illness.

Funeral services were held on May 18th with a solemn high mass of requiem at St. Mary's Church in Dedham. He is survived by his widow, Mrs. Angelina DiFalco.

Acknowledgments

To thank you for your kindness and sympathy at a time when it was deeply appreciated.
The Verna Family

The family of Mr. Fred Weiss acknowledges with grateful appreciation your kind expression of sympathy.
Emily Weiss

To thank you for your kindness and sympathy at a time when it was deeply appreciated.
Mrs. Mary Raposa and Family
(Phillipsdale)

To thank you for your kindness and sympathy at a time when it was deeply appreciated.
Mrs. Anthony DiFalco and Family

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.
Mrs. Najmowicz Zuba and Family

Winner of the television set was Mary Yelle, 8 Oswald Street, Worcester.

On the Lighter Side

Rigger: "I'm so hungry I could eat a horse."
Waitress: "You couldn't have come to a better place."

A couple of old college pals met one day and were discussing this and that and finally got to the job subject. "What type of work are you doing now, Jim?"

"Why, the usual advertising run, nothing extra. What's new with you?"

"Why, I hold the position as psychiatrist at a pottery factory."

"Psychiatrist at a pottery factory?"

"Yeh, I take care of the cracked pots."

— Reformatory Pillar.

EXPOSED

"Young lady, I'll bet your mother would be angry if she saw you in that skimpy bathing suit."

"I'll say she would. It's hers."

Given notice to vacate by the landlord — one of the shortest letters on record was written by the lessor, who was fully aware of his rights under state regulations:

Sir: I remain,
Yours truly,

A gossip talks about others; a bore talks about himself; a brilliant conversationalist talks about you.

A golf professional was employed by a large department store to give golf lessons in their sporting goods department. One day he was approached by two women.

"Do you wish to learn how to play golf, madam?" he asked one of them.

"Oh, no," she replied, "It's my friend who wants to learn. I learned yesterday."

— Harvey Benson

"The employment clerk, checking over the applicant's papers, was amazed to note the figures 107 and 111 in the spaces reserved for 'Age of Father, if living' and 'Age of Mother, if living.' 'Are your parents that old?' asked the surprised clerk.

"Nope," was the answer, "but they would be if living."

"That girl frankly admits she is looking for a husband."

"So am I."

"Why, I thought you had one!"

"So I have, and I spend most of my time looking for him."

A young lady of pleasing appearance, while stepping down from a street car, carefully raised her skirt to avoid tripping. As she did so, she noticed a young man who apparently was taking more than necessary interest in her movements.

Thinking to check him for his rudeness, she went up to him to speak a piece of her mind. "Haven't I a perfect right?"

"Yes, madam," he cut in, "and if I may say so, a peach of a left, too."

"I'm going to get a divorce. My wife hasn't spoken to me in six months."

"Better think it over. Wives like that are hard to find."



Troupers from the Bird Club Veterans' Show enjoy dinner at the Meadows, May 19, as guests of the club. Top, nearest camera: Charlie Alden and Mrs. Alden, Vin Perry, Louise Jacobucci, Anthony and Mrs. Gugliotta, and Bill Grazado and Mrs. Grazado. Next table: George Wallace, Ed Grout, John Lamont, Claire Geary and Pauline Rafuse. On the other side: William Wilcox, Anne Ippoliti, Hilda Rafuse, Irene Ippoliti and Frank Lewis.

Below. (This is the third table in the top picture. Mary Moylan at the far right in the top view does not appear in the lower shot.) Left to right: Al Pare, John Grover, Jim Araby. Other side: John Murphy, Pauline Ransow, Mrs. Sweeney and Dan Sweeney.

Safetygrams

The familiar cry of "Play Ball" may mean to you simply that the major leagues have opened their baseball season again. But, if you're a parent, the Massachusetts Safety Council says it should mean: teach the youngsters *not to PLAY BALL in the street*. Real baseball players are smart enough to protect themselves as much as possible from injury. Your boy should realize that an accident could spoil his whole career — in sports or any other field.

An accident may be lurking around the next corner you cut — when you're working, when you're driving. The Massachusetts Safety Council says: "Take time to take safety precautions — and take a new lease on long life and a sound body."

Your life is in your hands! The Massachusetts Safety Council is stressing that theme this month in an effort to emphasize responsibility for safety. The Council reminds you that your chance of living a long, healthy, useful life depends very much upon your own consistent policy of not taking risky chances — in your home or at work, when driving or walking — anytime, anywhere.

For Sale

One 3 Burner Cabinet Perfection Oil Cook Stove. See F. R. Meyer, FXP

One Wine Press. One Pair French Doors. One Hospital Bed (bought new, used 3 months only). Phone Walpole 537, Mario Boragine, 256 Pleasant St.

Long Shots up Front in Girls' Golf Play

By ISABEL MACLEOD, Chairman

GIRLS' golf enters into its second half with the Long Shots — Marion Tolman, Hilda Rafuse, Maizie Driscoll and Enie Geraghty — ahead with 16 points. The M's and Chippers were tied for second position with 14½ each. Third place was also split — the Spooners and Comets at 13 even. The other three teams were: Bobby Joneses, 11½; Hackers, 7; and Ben Hogans, 6.

Anne Lindsay came out with low score for the first half, with Marion Tolman hitting a close second.

The weather has been with us except for one wet, wet night through which we played on to the finish in true golf spirit. We all enjoyed the mixed foursome sponsored by the Men's League. Later in the season we are planning to return the compliment.



BIRD NEPONSET REVIEW

July
1949

Vol. 37 No. 7





A pretty wedding at St. Catherine's Church, Norwood, last April, was that of Louise Aslin to Anthony Thomas. Louise had as a bridesmaid Marge Ross, (left) with whom she used to work in the Corrugated Dept. of No. 1 Box Shop. The Thomases are now living in their newly built home in Sharon.

More Shares Now

At a special meeting on July 8, Credit Union members voted to increase the number of shares held by an individual to 100 and the number of shares in a joint account to 200. Since each share is worth \$5.00, this means an individual can now invest up to \$500 in Neponset Credit Union shares and a joint account can hold \$1000. Last year a 4% dividend was paid on Credit Union shares. Any money deposited before August first will receive three months' interest as of October 31st.

On the Cover



Completing the drilling of the last of six water wells for the Shreveport Plant and the new Felt Mill. The Roofing Plant can be seen in the background. The pipe in the foreground is a 10' casing for the well and the sections still wrapped in wood are stainless steel strainers for the bottom of the well. The McDaniel Drilling Co. was in charge of the operation.

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WALTER H. HARTIG	Photographer

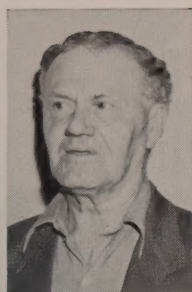
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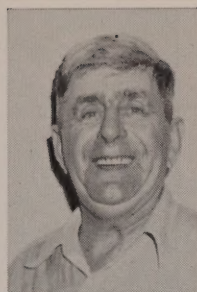
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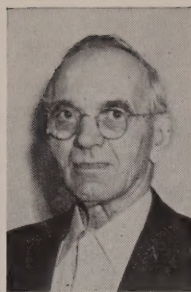
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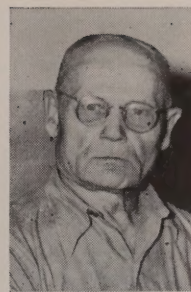
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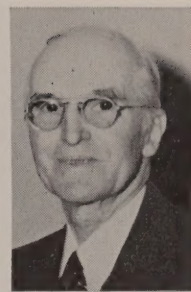
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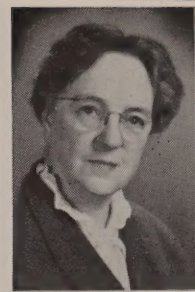
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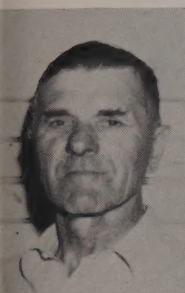
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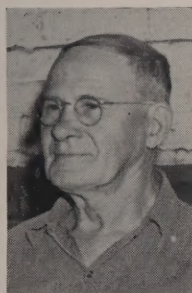
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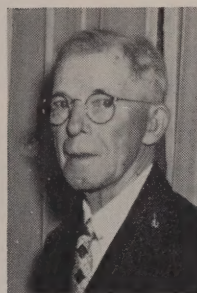
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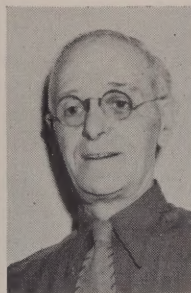
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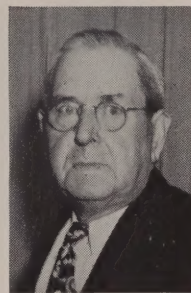
John Lestan



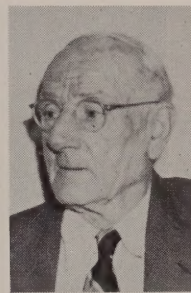
James F. Costello



George Wallace



John Sullivan



Charles D. Rafuse



Mary A. Sline

Those Who Retired in June

JUNE 30, 1949 brings about the retirement of another large group of Bird & Son workers. Under the new plan, first announced in December 1947, retirements are scheduled on June 30th and December 31st of each year, according to age groups, until December 1950. Beginning in 1951, all retirements will be effective on December 31 of each succeeding year, men retiring at the end of the year in which they reach sixty-five and women in December of the year in which they reach age sixty.

This June, in addition to the retirements which came about automatically under the plan, a number of people who had reached normal retirement age decided to retire voluntarily six months or a year ahead of the time when they would be required to retire under the plan.

Roster of Retirements

EAST WALPOLE PLANTS

John Sullivan, 23 Beech Street, East Walpole. From Aug. 3, 1899, in the Yard Crew. Later became Rigger. Since 1944, Gang Boss Rigger.

William J. Quinn, 277 Pleasant St., East Walpole. From March 9, 1900, Paper Machines, Machine Tender.

Mary A. Sline, 42 Rhoades Avenue, East Walpole. From Apr. 11, 1901, Printing Department. Later on Tags, Carton Division, No. 2 Box Shop.

Adolph Utorka, 40 St. Paul Avenue, Norwood. From May 31, 1911, Finisher in Solid Fibre Cases Dept., No. 1 Box Shop. Since 1946, Wood Frame Dept. as Seybold Cutter Finisher. Retired Apr. 1, 1949.

John Lestan, 32 Bullard Street, Walpole. From Apr. 28, 1913, Paper Machines, East Walpole. Since 1933, Beaterman.

George Wallace, 538 Washington Street, East Walpole. From June 17, 1914, East Walpole Maintenance Dept., as Beltman.

Charles D. Rafuse, 1080 Pleasant Street, Norwood. From February 12, 1918, East Walpole Maintenance Dept., as Machinist, later Grinder Man.

Arthur B. Sprague, 79 Nichols Street, Norwood. From Aug. 16, 1918, No. 2 Box Shop, Carton Dept. Since 1945, Shipping Dept., No. 2 Box Shop.

James F. Costello, 24 Gardner Road, Norwood. From Sept. 23, 1918, Truck Driver, East Walpole.

James S. Salmon, 43 Mountain Avenue, Norwood. From Aug. 28, 1922, Solid Fibre Cases, No. 1 Box Shop, as Finisher and Repairman.

Anthony Ceglaski, 77 Washington Street, East Walpole. From Sept. 17, 1923, Paper Mill. Since 1926 in Stock Handling Dept.

EAST WALPOLE OFFICE

Henri E. Davenport, 62 Cypress Street, Norwood. From Sept. 1, 1898, first as Office Boy. Transferred to Canadian Office, Hamilton, Ontario, 1906. Returned, 1926, as Assistant Treasurer. Since 1946, Information Desk, Main Office.

Helen S. Ballou, 61 Exchange Street, Milford. From March 9, 1925, Telephone Operator. For many years Chief Operator.

FLOORING SALES

Charles E. Tyson, Onkama, Michigan. From Aug. 1, 1923, Salesman. Retired, May 31, 1949.

Glenn E. Stiteler, 1420 S. Main Street, Harrisonburg, Va. From January 1, 1937, Salesman.

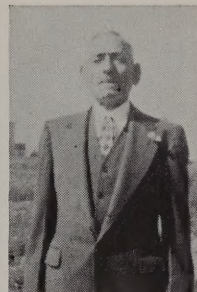
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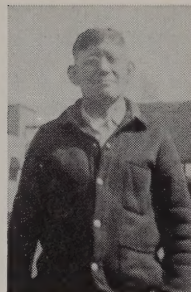
Adolph Adamonis



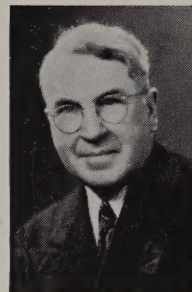
Charles Cyronak



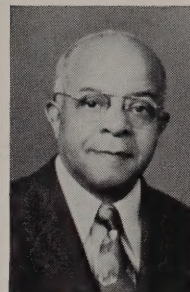
Joaquim Cabral



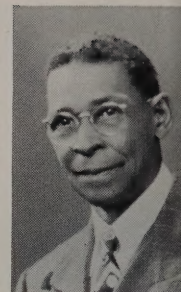
Mariano Medeiros



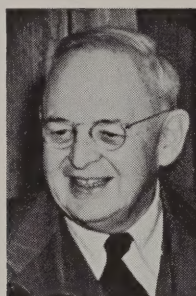
Bryson J. Overholt



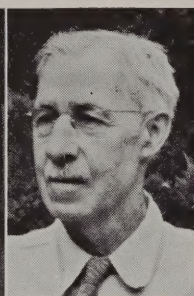
Raleigh Stearles



William Bennett



Charles E. Tyson



William J. Quinn

NORWOOD FLOORING PLANT

Michael Curran, 51 Hill Street, Norwood. From Oct. 19, 1913, East Walpole Finishing Mill, East Walpole Maintenance and since 1930, Millwright in Flooring Maintenance.

John J. Janusaitis, 37 Dean Street, Norwood. From Apr. 18, 1924, in Finishing Dept. Since 1938, Rug Border Dept., Header.

NORWOOD ROOFING PLANT

Perry N. Crane, 10 Upton Avenue, Norwood. From Apr. 7, 1934, in various jobs at the Granule Plant. Since 1941, Shift Boss.

Harvey S. Riley, 459 High Street, Dedham. From Sept. 22, 1942, in Roofing Shipping. Since 1946 on No. 7 Machine.

William A. Praetz, 67 Farrington Avenue, Dedham. From November 10, 1942, Insulated Siding Trim Dept. Since 1947, Coating Supply Man.

PHILLIPSDALE

Charles Cyronak, 21 Palmer Street, Providence, R. I. From Aug. 4, 1910, in Beater Room. Since 1915, Foreman, Beater Room.

Adolph Adamonis, 245 Manton Street, Pawtucket, R. I. From Dec. 8, 1920, Beater Room. Since 1943, Day Man in Beater Room.

Joaquim Cabral, 25 Mason Street, East Providence, R. I. From Aug. 7, 1918 to June 23, 1923. Rehired June 17, 1926, in Yard Crew. Since 1938, Janitor.

Mariano Medeiros, 158 Freeborn Avenue, East Providence, R. I. From Feb. 20, 1943, in Boiler Room. Since 1945, Wood Dept. as Chipperman.

CHICAGO

Bryson J. Overholt, 8144 Dante Avenue, Chicago. From Dec. 3, 1913, first in Sales Office. Since 1917, Chicago Purchasing Agent and Traffic Manager.

Raleigh Stearles, 109 East 57th Street, Chicago. From Feb. 2, 1920, No. 1 Machine. Later, Dry Felt Man until transferred to Cleaning Dept.

William Bennett, 1243 W. 111th Place, Chicago. From Oct. 2, 1923, Carpenter and Utility Man in Maintenance Dept.

See Pages

14, 15, 16, 20, 21

for other

Retirement

pictures and stories.



Michael Curran, Flooring Maintenance, retired this June. Mike, facing this way, looks pleased as the guys in the shop present him with gifts as a token of their esteem.



Harold W. Altman

Purchasing Agent for Chicago Plant

HAROLD W. ALTMAN became the new Purchasing Agent and Traffic Manager for the Chicago Plant on July 1, 1949, following the retirement of B. J. Overholt who had held this position for the last thirty-two years.

Mr. Altman started at the Chicago Division on May 21, 1923 as a clerk in the Accounting Department. Some years later, he became Office Manager in the Floor Covering Office and still later was made Credit and Office Manager of the Chicago Roofing Plant. During his Bird & Son career he has also held the position of Office Manager and Secretary of Berry Asphalt Company during the time that the Berry Asphalt offices were located in Chicago.

Community Work

Harold has also been active in the community. He serves now as a director of the Standard State Bank and is president of the Highland Business Men's Association.

Mr. and Mrs. Altman and daughter, Joan, live in the city on West 83rd Street, not too far from the office. Joan has just graduated from high school, another milestone in the Altman family. She will enter a business college in Chicago this fall.

Anyone who has followed the Chicago pages of the Neponset Review in the last dozen years does not need to be told that Harold is one of Bird & Son's most avid fishermen and hunters. There isn't a lake or a hunting area within five hundred miles of Chicago that hasn't been personally investigated by sportsman Altman. He thinks nothing of making a 500-mile week-end trip just to get in a day of good fishing or hunt-

Wage Negotiations

AT the request of the Joint Union Committee, discussions regarding a wage increase were held for a second time in 1949 on Tuesday, June 7, in the Tower Room at East Walpole. As explained by Director of Personnel Creighton Hill in his opening remarks, these discussions were a continuation of negotiations begun last January and recessed in March with the understanding that management and unions would again sit down to discuss wages and fringes "around the first of June."

In the opening session, Bernard Walker, chairman of the Joint Committee, speaking for the unions said that their reasons for the request for a wage increase had not changed since January. The unions, he stated, wished to hear what Bird & Son had to say now that the first of June had arrived.

Vice Presidents' Statements

Mr. Hill then presented the three Vice Presidents of the company, Messrs. Sawyer, Chamberlain and Wilkins, who each in turn gave the picture of business conditions in his own division. These digests of statements of the company's operating conditions are printed on page 4 so that every Bird & Son worker may know the general condition of our business.

The reports from the three Vice Presidents were followed by a report from the Treasurer, W. C. Ahlgren, which is also printed in summary on page 6. Discussions continued on on Thursday, June 9, at which time Mr. Hill reported that management's answer was "No." There was nothing

(Please turn to Pages 4 and 6 for the statements by the three Vice Presidents and the Treasurer.)

in the general wage picture or in the Bird & Son situation which would justify a wage increase now. In fact, he said, the picture had not cleared, had not improved, as all had hoped it might, when the discussions recessed in March. The reasons for denying the increase, he said, were clear when the statements of the three Vice Presidents and the Treasurer were examined.

Other Sessions

At this point the unions, through Mr. Walker, requested that Mr. Ahlgren attend another session to discuss the company's financial situation further. This was agreed to, and on the following day, June 10, another meeting was held at which Mr. Ahlgren was present. At the close of the day's meeting, Mr. Walker requested that Mr. Hill go back again to the Administrative Committee and tell them the unions were not satisfied with the answer. The union officials now asked for a 10¢ per hour increase. Mr. Hill did as requested, and again reported that no wage increase could be granted at this time.

Because Local #896, UPA (Norwood Roofing), did not sign the request for a joint meeting, management held concurrent meetings—a meeting with the Roofing Local following immediately after each session with the Joint Committee. In agreeing to this arrangement, Mr. Hill made it clear that whatever was decided in regard to wages and fringes would be decided for Bird & Son as a whole; management could not make a separate or different agreement with Local #896.

ing, and he doesn't just talk the sport either — the pictures of pheasants, duck and bass prove it.

Somewhere in a man's past is always a bit of romance, unsuspected by those who didn't know him "when." Such is the case with Harold Altman. Before coming to Bird & Son, this accountant, this dealer in invoices and requisitions was — you'd never guess it — a

drummer in Wayne King's dance band. He has also played the drums in many other famous bands, and can still beat out a hot rumba if you give him a little encouragement.

He enters his new duties as Purchasing and Traffic Agent with enthusiastic good wishes from the entire Chicago group, who are glad to see him get this further recognition of his ability.

Vice Presidents' Statements

Building Materials Division

By E. L. CHAMBERLAIN,

VICE PRESIDENT

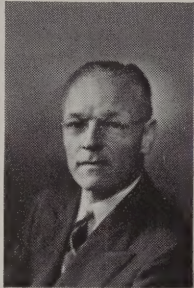
DURING the war and for a period of two years after, we were in an abnormal business situation as we all know. We were able to sell every square of roofing we could make and the trade holed for more. This was through October, 1948. All during this abnormal period we said many times that some day we would find ourselves in a position where we would have to sell our goods once more and that we would have to face realities, tighten our belts, and get down to real work. That time, gentlemen, has come; it has been here since last October.

Figures issued by the U. S. Department of Commerce show that at the end of the first three months, 1949, the roofing industry is off 46.6% from the same period in 1948 and siding is off 34.6%. I am glad to say that we believe we are doing better saleswise than the industry as a whole.

The general situation in the industry has improved in April and May. We have just made revised estimates of sales for the balance of the year and we figure that we will wind up the year 15% off on roofing and 20% on siding as compared with a year ago. This is based on sales in dollars. With this drop in volume we need higher prices or lower costs to keep out of red figures.

Prices

A few weeks ago we announced a price increase of approximately 8% on shingles and 4% on rolls but the market wouldn't stand it so we have had to withdraw the increase. Furthermore, the competitive pressure to get business has forced prices down in some markets. Two weeks ago the price of roofing in the Chicago area dropped 5%. In many markets we



have had to grant an extra 5% to keep our goods moving and this all adversely affects our receipts in the till. The last time we were able to advance our prices was in November, 1947. Since that time our costs have increased 16%. Asphalt, which is one of our principal raw materials, is up 37%, freight 25% and wages 9%.

(Editor's note: Since the time of the above remarks prices on our roofing products have been reduced 5% to all buyers.)

Raw Materials

Fortunately, the raw materials going into our dry felt have decreased in cost and if this were not so we would be in an untenable position right now. Since we cannot raise our prices we must reduce our costs. First I might say that it is our aim to get as large a share of the available business as possible and to this end we are adding salesmen for more intense coverage of the areas in which we sell. We are following the work of the salesmen very carefully and keeping their traveling and selling expenses on the lowest basis consistent with proper operation. We have introduced new products and new styles in old products and these have helped. For example — our new ARCHITECT shingle has been very well received.

In quality, we find our customers much more critical and they will not stand for things which were overlooked during the period of shortage. Fortunately, quality is second nature to us and we know how to make the best products in the industry — but now we must be sure that we watch quality every minute in every day. Waste is a deadly enemy of low cost and here again we must be on our toes and so run our machines that our waste will be low and that we will convert every possible pound of raw material into good, saleable merchandise and at standard weights.

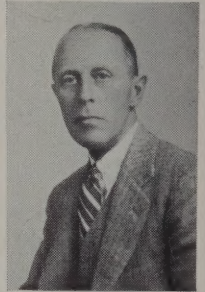
Production efficiency is a high-sounding term but what it means is that we must get more squares of shingles and sidings per man hour than we are now doing. Our performance today compared with the past is not good. The thing, however, which concerns me most is the fact that our production per man hour compared with our competitors

Flooring Division

By H. E. SAWYER, JR.,

VICE PRESIDENT

DURING the last four weeks I have been away on an extended trip which took me into a great many different parts of the country. During that time I visited Philadelphia, Pittsburgh, Detroit, Grand Rapids, Chicago, New Orleans, Houston, San Antonio, Dallas, and St. Louis. In the course of my trip I had an opportunity to talk to a great many of our distributors, and to a great many retailers. There is no question but what during the last few months, starting shortly before the first of the year, a very drastic change has taken place in the hard surface floor covering industry. The so-called "honeymoon" is over and we are in an extremely competitive market.



Real Competition Again

Beginning with July production we will be off allocation and back onto an open stock and order basis. The competitive situation has already forced us to resume the production of Economy rugs and yard goods. I believe that within a short space of time we will begin the production of light weight Inlaid. Today the buyers are in the driver's seat. It is no longer a question of what we have to

is not good — in fact it is very poor. We can live against our own past performance but we cannot live against the present performance of our competitors if they are far better than we are.

In the Asphalt Roofing Industry Bureau, of which we are members, there is a committee on manufacturing who have established a plan for compiling production data. The data is compiled by an independent agency and returned to us without company identification. That is, we get the figures without knowing the

at June Wage Discussions

offer, but entirely what they want to buy.

The retailers and the distributors too are extremely selective in their choice of items and patterns. This means that starting at once we must provide for a faster rotation of patterns and products in order to give our customers a wider assortment of items to offer for sale. All of these things tend to complicate the production picture and will considerably increase our costs unless they are met intelligently, and unless every means is taken to make our production performance just as economical as possible. I am sure that the over-all volume for the hard surface floor covering industry to date this year is considerably below the volume for the same period in 1948.

As a result of my talks on this recent trip I know that the majority of the trade are looking for lower floor covering prices this fall. The extent of the price decline is a matter of anyone's opinion — possibly from 5% to 10% — but it does seem evident that prices will be lower on or about July 1st. (Editor's note: Prices were reduced about six per cent effective June 27.) As I look at the balance of 1949, we have got to accept the fact that we are going to receive less money per square yard for our units of floor covering sold this fall than we did last spring.

I am not in the least pessimistic, but I do feel very strongly that we must recognize these facts and place our manufacturing performance on a basis which will enable us to continue to operate profitably during this very competitive period that lies ahead.

Paper Products Division

By R. A. WILKINS,

VICE PRESIDENT

THE paperboard industry today is in a period of readjustment. The southern mills have increased 10% to 15% in capacity in the last year, while the overall demand today is about 20% below. The southern mills are shutting down anywhere from 10 to 15 days a month. The northern paperboard mills are running two, three, and four days a week.



Running Conditions

Our paper machines, as you probably realize, are running right now on a 3 2/3 day schedule. This is necessary because our warehouses are now full of paper. I think perhaps the best way to explain the situation to you would be to discuss the conditions as they apply to the paper machines and products made on those machines.

Our Pressboard volume, reflecting the general pattern of business, has sharply dropped. The people to whom we supply Pressboard are using up their inventories. Bird Box is also quiet due to general business conditions. We have had very good

business in Carton Chip, but there are indications this week that this business will be quiet at least through July. We are hoping and expecting that it will pick up somewhat in August. You can, therefore, readily see why we are in such a critical position in this industry. With the big drop-off in the corrugated box business, there has been a corresponding decline in Lightweight Chipboard. The Lightweight Chipboard business is also off due to the poor textile business at the present time in New England. The demand for Base Wad and the other specialties is also off because of poor business in the industries which purchase them from us.

Prices

Prices are very weak at this time. For instance, the price of Chipboard has dropped about \$20 a ton. Practically all this cut is a direct loss of profit to Bird & Son. The prices of corrugated boxes are off 12% from what they were at this time a year ago. Luckily we have been able to make reductions in our costs through certain production improvements. This has been a life saver for us.

Quality

It seems to me that here is a good time to discuss the question of quality. When business slumps off, as it has now, all buyers become very critical of quality. In times like these it is more important than ever to keep the quality of our products high. We must not be careless about any operation in our processes.

We have just received two interesting surveys of wage fringe costs in the paperboard and fibre box industries. There were 46 paperboard mills in the paperboard survey in seven eastern states and 163 box plants in the box survey which covered the whole country. As in the roofing industry survey mentioned by Mr. Chamberlain, we can identify our position because we know our own figures. We were next to the top in cents per man-hour which we pay to our employees in both surveys. This means that we have got to have more efficient operating conditions than our competitors if we are to compete with them on an equal basis.

Building Materials Division

(Continued)

names of the various companies supplying the figures. We, of course, know our own figures so we can tell accurately our own position.

Here are the facts: For the first quarter of 1949, out of a list of 42 plants, FB is 31st from the top on squares of shingles produced per hour and 39th from the top on squares produced per man hour. I'm

not placing blame — I'm stating facts. We are not in a good position from a manufacturing standpoint, to survive in a competitive market and we have got to improve our position in a big way. It will take intelligent, whole-hearted co-operation, but I have every confidence that we will each pull our individual oar in the boat and come out on top.

Treasurer's Statement at Wage Discussions

By W. C. AHLGREN

I FEEL that I am one of the oldest inhabitants of these negotiations. Each time I have been present at their start and have tried to contribute a few basic facts about the operations of Bird



& Son, inc., on which your committee and management might erect their discussions after I had gone back to my desk. Today I feel a little like a routine performer coming on after the stars have performed. You've all heard me before, but the three Vice Presidents have merely broken down by divisions the material which previously I have presented in my statement to you. That makes my job somewhat easier, and so I will now try to draw together the strands of what our three Vice Presidents have said, and bring it into an overall fiscal form.

We are all familiar with the excellent results obtained from our operations during the past two years. These were abnormal years in that supply lagged behind demand, the result being capacity production. This excess volume almost entirely accounted for the excellent results reported on previous occasions.

Sales Trend

The year 1949 opened up under a cloud of uncertainty. Our sales started to decline last November, and on a comparative basis by months with the previous year have continued to decline. We had been quite optimistic in the belief that once the Spring season opened, the trend would be reversed and our operations would move forward again in capacity production. Unfortunately, such has not proved to be the case, nor has the downward sales trend as yet been reversed.

Coupled with the fact of declining sales, we are faced with substantially higher break even points, making it increasingly difficult to realize any

profits. By break even points I mean the volume required at present day costs just to break even, and before any profits. Substantial increases over 1947 in the price of coal, asphalt, wood chips and freight are in effect to the tune of almost \$1,600,000 a year. This increase is not fully offset by declines in certain raw materials such as rags, papers, fuel oil, linseed and other oils.

Selling prices, which had remained fairly stable, are now showing signs of weakness.

Production

On labor costs, production per man hour in many instances is below our prewar standards. This was understandable during the war when many of our employees were in military service, but the slight improvements since the war leave us still below prewar standards and in an unfavorable competitive position. Summarizing this we find —

1. A definite sales decline.
2. A weakness in prices.
3. Substantial increases in several of the basic commodities we use in volume.
4. Our high labor costs as measured by production per manhour.

All of these together add up to high break even points.

Finances

Let's take a look at the strictly financial side of the business. As at December 31, 1948 we had cash and cash investment of approximately \$5,100,000. Today this has declined to \$2,900,000 or a decline of \$2,200,000. We have authorized construction in progress amounting to \$3,400,000 with recommended construction not yet authorized of \$4,400,000 or a total if approved of \$7,800,000. Obviously, not all of the construction will be approved or completed in 1949.

Everyone Can Help

The above gives you a brief and general idea of the problems facing,

not only management, but all of us. These problems must be solved if we want to continue our livelihood here at Bird & Son. You men have an important part in helping to solve these problems, and in meeting the highly competitive markets in which we now operate. If we are to continue to enjoy good earnings, good working conditions, progressive employee relations, we must all make it our job to see to it that the company makes good earnings. Wealth is only created through production, and therefore by improving production, not only generally but per manhour, can we hope to survive. We must eliminate waste wherever possible and, equally important, produce quality merchandise acceptable to the consuming public.

Increased Sales Effort

Management is making every effort to improve our distribution through better and increased sales effort and methods of distribution. Substantially increased advertising appropriations have been approved with the hope that we can better reach the consuming public. We must continue, not only to produce quality merchandise, but to improve this quality — improve our styling, our coloring, and whatever else is necessary to attract the consumers' dollar.

In the final analysis, the consumer is our employer, and if we satisfy him as to price, style and quality, I am sure that we will get better than our share, not only of the industry total, but of the consumers' total expenditure. We must take pride in our job well done. The sleigh-ride of the postwar boom, if we want to call it that, is over. We are presently faced with the most rugged competition this business has ever faced. We are determined to meet it and to master it. We are determined to do everything within our power to keep these mills running as near capacity as is possible. We must have your continued co-operation and understanding in order that we can successfully meet whatever lies ahead. I know that we can count on your help and understanding.

President's Message

WERE a funny people, we Americans. It was only a little more than a year ago that we were all griping because prices were so high. We called it Inflation and we said Something Must Be Done about it.

Our unions at Bird & Son asked for wage increases. They said living costs were skyrocketing. Workers had to have more money to meet these rising prices. What they said was true.

In two years, from mid-1946 to mid-1948, management granted a total of $34\frac{1}{2}\%$ in hourly increases to all Bird & Son workers (June 1946, $9\frac{1}{2}\%$; Jan. 1947, 7% ; June 1947, 7% ; Jan. 1948, $7\frac{1}{2}\%$; July 1948, $3\frac{1}{2}\%$).

It is now mid-1949, a year later. The picture has completely changed. Prices are moving downward. All talk of Inflation has disappeared.

We wanted adjustment. Well, we're getting it. And it doesn't come streamlined. The bumps of recession are a bit hard to take. But that's the way adjustment comes.

All this ought to be obvious. But many of the same people who were griping about Inflation a year ago are now wringing their hands because we are in a Deflation and what's to become of us!

Let's get down to simple terms. In a postwar period things are scarce. Quality is poor. Everything costs too much. Then production begins to catch up with demand. Quality begins to count again.

Buyers become more choosy. Women bought shoddy goods at crazy prices after the war because they had to. They were out of everything. That's all finished. Today *value* is back. Prices are moving down. Quality is moving up.

Competition is forcing every company to cut costs, to sell a better product for less money. If Bird & Son does not do this we will be left by the wayside. This is management's problem and we are tackling it.

Prices have been reduced in all our divisions. The selling price of roofing has recently been cut five per cent, floor covering six per cent, and paper products twelve per cent. This means a heavy cut in our dollar volume which can only be offset by the most rigorous economies and savings. Costs have to be substantially reduced all along the line.

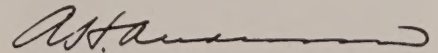
Elsewhere in this issue of the REVIEW appears a summary of the recent wage negotiations between management and our several unions, together with brief digests of the statements made at these negotiations by our treasurer and our three vice presidents in charge of production and distribution of all our products. What these officers of Bird & Son have to say about the present situation and the prospects ahead is of vital concern to every employee. I urge you to turn to their statements and read them carefully.

On the constructive side, the most important thing every employee of Bird & Son can do is to give a full day's work — full and brimming over.

Let's start now doing more than we have been doing. Let's forget all this talk about depression. There isn't going to be any depression unless we talk ourselves into one. Let's stop being afraid of war, or depression, or Russians, or any destructive forces outside ourselves.

We're Americans, aren't we? We're free people, strong people. We've got what it takes!

What do we want? We want a good life. Why don't we get going on it?



President

Anti-Allergy Aid

ARE you one of those who go around sneezing no matter whether it's hot or cold, winter or summer? If so, maybe you suffer from allergy to dust. *Better Homes & Gardens* magazine in its June issue tells of a special oil compound known as Dust-Seal which traps household dust and promises relief for millions of people. This compound sprinkled or soaked into rugs, bedding and other seldom-laundered fabrics does the trick and promises dramatic relief for persons with asthma, hives, per-

ennial hay fever, and other similar allergies. An estimated five to fifteen million Americans are sensitive to house dust.

While Dust-Seal is no substitute for medication where the allergy is caused by more than one agent, it does eliminate house dust as a cause and may help to simplify the search for other materials that are causing you discomfort. Dust-Seal has no odor and creates no fire hazard. They say it is non-irritating, non-sensitizing and non-toxic. It is as safe as water on colored fabrics. It does not change the color or appearance of

rugs or upholstery on which it is used. One treatment will last a year. Much of the compound remains, even in washed fabrics and a smaller amount is needed after the first treatment. It takes about one pound more than the number of rooms in your house — that is, seven pounds for a six-room house, and the compound costs about \$4.00 per pound.

Don't try to use this Dust-Seal without your doctor's approval. Check with him first. He can tell you whether or not it will be worthwhile in your case to spend the money.

Chalk up Another Big Success!

WITH its second annual Field Day on the 19th of June, the Bird Club again gave a wonderful afternoon of outdoor fun to hundreds of Bird people, their families and guests. Mothers and fathers, tagged by from two to five or six children, began to register for their youngsters' free gifts and rides by 1:30 p.m. Two hours later family groups were still coming. Throughout the afternoon the merry-go-round went round and round and round with capacity loads of kids. Rumor has it that the ponies had to be re-shod after trotting up and down with so many Bird & Son children. And who knows how far the little train would have gotten across the country if all the time it had been going in a straight line?

Something for All

Besides keeping an eye on their own particular Junior and Sister, the grown-ups listened to Bandmaster Mazolla and his men, watched the contests between their and the neighbors' children, consumed tonic and hot dogs sold by the Boy Scouts, took the kids for just one more ride on the merry-go-round and last of all enjoyed along with the small fry the delightful puppet show.

Late in the day prizes were awarded by Axel H. Anderson, who presented

Prize Winners

- Lollipop Race
 - Richard Mucciaccio
 - Betty Trepp
- 50-Yard Dash, 10-12 years
 - Nicholas Gazeno
 - Angelina Fameli
- 12-14 years
 - Bill Farris
 - Jocelyn Pratt
- Sack Race, 10-12 years
 - Peter Wall
 - Lillian Grover
- 12-14 years
 - Aubrey Smith
 - Jocelyn Pratt
- Three-Legged Race, 10-12 years
 - Joe McGrath and Carl Cottuli
 - Helen and Lillian Grover
- 12-14 years
 - Frank Vietze and Walter Hand
 - Jocelyn Pratt and Eleanor McKenna
- Potato Race, 10-12 years
 - Robert Watson
 - Lillian Grover
- 12-14 years
 - Aubrey Smith
 - Helen Grover
- Pie Eating Contest
 - Dinnie Lyman
 - Leone O'Neil
- Doll Carriage Parade
 - Prettiest—Marie DiMarzo
 - Most Original—Barbara Vietze
 - Funniest—Jane Adams
- Bean Guessing Contest—5555 beans
 - Nearest guess, 5596, Julia Kucab
- Mystery Man, Walter Hartig—Guessed by Louise Wozniak
- Mystery Woman, Eleanor Garland—Guessed by Jack Walsh
- Lucky Number for Attendance Prize—Jack Mitchell



J. Edwin O'Neil and Martha Kelliher have just been pronounced man and wife. The camera catches them as the happy groom marches out of the church with his bride on his arm. They were married at St. Catherine's Church, Norwood, May 7. The groom works at No. 2 Box Shop.

such items as a baseball mitt, jack-knife, wrist-flashlight, pocketbook, pen, nylons to one of the girls, and so on. Solvers of the Mr. and Miss "Hush" riddle each got a nice bit of change, as did the young lady who guessed how many beans were in the jar. Holder of the lucky number for attendance prize could not be located at the moment and Mr. Anderson announced the prize would be given later.

The Committee

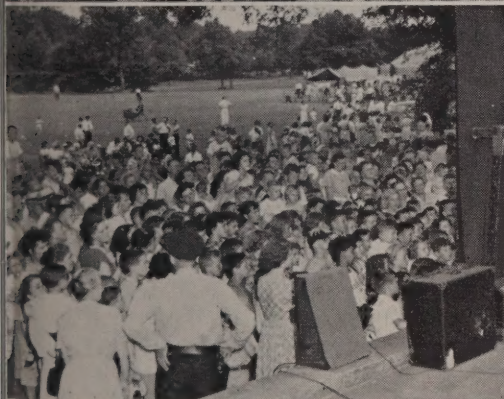
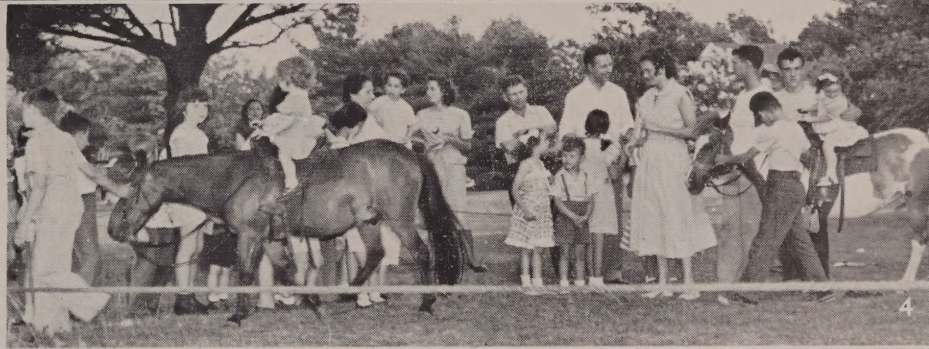
A Field Day like this does not run by itself. A good many people had a hand in seeing that it went off well. Guiding spirit and busiest man of the affair was Joseph Coburn, head of the club's entertainment committee. For their help, among others Joe and his committee want to thank Dick

Sprague, Louis Fuller, Chester B. Heritage, Creighton Hill, A. W. Smith — and the weatherman. Departments within the company also co-operated in making signs, getting out literature and generally assisting in making the affair such a success.

Pictures on the opposite page show some of the contest winners. Father of the young dash winner (No. 1) is Stuart Farris of No. 2 Box Shop. In picture No. 4, Susan Angus is the daughter of Harry Angus of East Walpole Maintenance. Little Jane's father is Paul Knight, Superintendent of the Phillipsdale Plant. The children are cousins, as Jane's mother is the former Jean Angus. Daddies of the doll carriage winners are Dan Adams, Research Chemist, Charles DiMarzo, Flooring Maintenance, and Frank Vietze, Accounting.

Bird Club Field Day

June 19, 1949



With the Camera

1. William Farris receives a baseball glove from President Anderson as his prize for winning the 50-yard dash.
2. Winners, and the almost-winners, of the hilarious pie-eating contest. Girl winner, Leone O'Neil, far right; boy winner, Dinnie Lyman, fourth from right (Boston Braves T-shirt).
3. A group of admirers around the Bird Club clown, Louis Fuller, of No. 1 Box Shop.
4. The ever popular pony rides. Susan Angus is on the pony at left and Jane Knight, on the one at right.
5. Young and old enjoyed the marionette show.
6. Winners of the doll carriage parade: Jane Adams, Marie DiMarzo and Barbara Vietze.
7. Something new was added this year — a real train with a Diesel engine and boy, was it popular!



R. L. Tupper Recalls Early Days

An old friend of R. L. Tupper's was talking to the Review editor the other day. He said he'd just been chatting with our No. 2 Box Shop Superintendent, who had a lot of interesting things to say about his early days with the company. Following is Russ Tupper's story in his friend's words.

I HADN'T seen Russ Tupper for a long time when I dropped in on him the other day. He was looking fine and told me he had just celebrated his fortieth anniversary with Bird. Said his fellow "execs" gave him a nice party and a gift. An anniversary sort of makes you think back to the old days and Russ started to reminisce about his long career at Bird & Son.

Started in Payroll

He started back in 1909 when he was a young fellow just out of school. His first job was in the Payroll Department, where he and Mrs. Florence Holmes handled the payroll for all the local plants. He tells me this department now has nine employees. The Cost Accounting Department then occupied an office which is now a display room for Bird products in the main building. There were four clerks there under Mr. Miller, who was also the Treasurer. One of these clerks later was Purchasing Agent — A. H. Russell, who preceded the present Purchasing Agent. This department is now the vaults in the main office — how times do change!

Russ spoke of that remarkable woman, the late Annette Blaney, who was still commuting from Hingham to East Walpole when she was past eighty. Russ was commenting on the changes made in business practices since the time he went to work. Speaking in this connection, he said Miss Blaney personally read and corrected any and all mistakes in grammar of every last letter that went out from the company. And Miss Blaney didn't care if the letter was written by Mr. Bird himself. No one was spared. One of the girls working in this early stenographic department — yes, they did have typewriters — was the mother of one of your present assistant treasurers, Charles Sumner.

A little later, still before the First World War, Russ became assistant to the head of all the mill planning. This consisted of planning for East Walpole, Norwood, Phillipsdale and Pont Rouge, Quebec. Pretty good job for a young fellow. It was about this time that the Tupper mustache first put in an appearance. Mr. Bird, Jr. thought he looked pretty young to have so much responsibility and suggested if he raised a mustache it would help make him look older. Russ's present adornment is a continuation of that original brush.

Winter in Quebec

One winter about this time Russ went to the Pont Rouge Plant as Assistant Superintendent. It was a

hot day when I was talking to Russ but he still shivered when he recalled how cold he was that winter. Never could get warm, he said. It got to 35 below and stayed there for days and he had to tramp back and forth to work on snowshoes. Pont Rouge was a felt mill located on a branch of the St. Lawrence River in Quebec. The plant is still running as part of Building Products Limited, formerly affiliated with Bird & Son. Russ lived with a French family. His high school French didn't help him much in speaking Canadian French so he and the superintendent went to school nights to learn the language. However, they were so tired from working all day and the wood stove in the classroom threw out such nice heat, they would soon get drowsy and fall asleep.

Back Home

Russ came back to Massachusetts and continued to work in production. Even in those days they had efficiency engineers and Russ worked with them on time study and production methods. One of his co-workers in production was Jim Maguire, who later transferred to sales, and who is still with Bird & Son today.

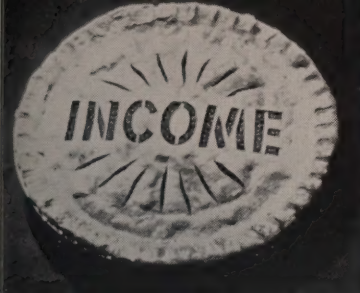
East Walpole Square

I asked Russ if, after all, the old place had changed much in appearance. Well, he said East Walpole Square didn't look too different. Of course the post office is no longer there — moved up the street a little. No more car tracks for the trolleys which used to run from Norwood to East Walpole and on to Foxboro if you wanted to. A big horse-chestnut tree, which used to be something of a landmark, is gone too. The night when burglars blew up the safe in the post office, half of the tree was knocked off and that started its ruination. Otherwise it's not too different. The Triangle Building and the Main Office look pretty much the same.

Russell Tupper's fortieth Bird & Son anniversary was June 7. He has been Superintendent of No. 2 Box Shop since 1936 and before that was first Foreman and later Superintendent at No. 1 Box Shop for several years. A party in his honor was held at the Lord Fox on June 15. See picture for further details.



The Lord Fox was the scene of a happy party when a large group gathered to honor Russell L. Tupper on the occasion of his 40th Bird & Son anniversary. Supt. Tupper is the second from the right at the head table. Only part of the crowd shows here. Around the table in back—l. to r.: Daniel Delaney, Jesse King, Ambrose Fitzpatrick, Robert Patterson, Howard White, Mr. Tupper and John Burke. Next row: Frank Meyer, Amos Dixon, Lawrence Doane, Lawrence O'Rourke; and right down in front, George LeBlanc (former Bird & Son worker), W. F. Geary, Michael Hawkins, Paul Gutforsmen and Howard Whitney.



This is company income -- the pie of dollars we get from the sale of our products and service. The bigger the pie the more nourishment for all of us. "Who Shares the Pie?" See next poster!

"Who shares the pie?" Everyone shares the pie of company income -- in the form of wages, salaries, payment for raw material, overhead, etc. If we manage properly, there is a little left and it's important to all of us to have a little left! "Why is it important?" See next poster.

The piece of pie that's left is profit. Part of it pays taxes. Part of it pays dividends. What's left is re-invested in the business to assure job security and opportunity for everybody.

We can't have our income pie and eat all of it. Profits are necessary to business health. A business that does not make profits can't exist -- can't grow, can't pay wages, can't offer opportunities. An unprofitable business is "out of business."

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

"It's Up to All of Us" series courtesy of the Sheldon-Claire Co.

Sharing The Pie

EVERY Review reader is thoroughly familiar with the pie chart explanation of the company's sales dollar and how it is spent. We have been publishing pie charts of Bird & Son's sales dollar for many years.

The colorful posters displayed in Bird plants last month tell the story from a new angle.

Like the pie on your kitchen table at home, there's just so much to be divided. When that's gone, there isn't any more. And as we all realize

when we stop to think about it, it's a pretty good idea to take a small wedge of that pie and reinvest it in new plants and new equipment. That's the safe and sure way to protect our jobs today and make them secure in the future.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of August, and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
James E. Smith	8-17-85	Retired	64
Hattie Willis	8-17-96	Retired	53
John Sullivan	8-3-99	Retired	50
John Sheehan	8-2-02	Retired	47
Mary McKinnon	8-9-05	Retired	44
Michael J. Hawkins	8-6-06	Office	43
John Blazonis	8-15-07	Paper Mill	42
Michael Coyne	8-1-08	Retired	41
George Stone	8-7-08	Retired	41
John Wilkes	8-8-08	No. 2 Box Shop	41
John D. Countway	8-20-09	Power & Steam	40
Samuel Hunter	8-29-10	No. 1 Box Shop	39
Ethel Havey	8-13-12	No. 1 Box Shop	37
Michael Costello	8-4-13	Retired	36
Leroy Fullerton	8-30-13	No. 2 Box Shop	36
Anthony Pratasius	8-1-16	Flooring Plant	33
Fred J. Kinsman	8-17-16	Retired	33
Edmund F. Murphy	8-28-16	Roofing Sales	33
Helga Peterson	8-22-17	Office	32
Antonio Antonelli	8-12-18	Flooring	31
Esiloro Polumbo	8-12-18	Roofing	31
Arthur B. Sprague	8-16-18	Retired	31
Everett Brennan	8-5-19	Maintenance	30
Francis D. O'Neil	8-6-19	Retired	30
Bartley M. Curran	8-21-19	Flooring	30
Karl H. Olsen	8-2-20	Retired	29
George E. Wood	8-4-20	Flooring	29
John Lobisser	8-9-20	Maintenance	29
Joseph Jurgelewich	8-23-20	Paper Mill	29
Charles J. Miksis	8-23-20	Flooring	29
Edward J. Scanlon	8-30-20	No. 2 Box Shop	29
Andrew J. Thompson	8-31-20	No. 1 Box Shop	29
Roy M. Springer	8-21-21	Shoe Carton Sales Mgr.	28
Stanley Jezulewicz	8-22-21	Roofing	28
Elmer A. Honeth	8-26-21	Retired	28
Arthur R. Balduf	8-2-22	Roofing	27
Victor Konalski	8-2-22	Retired	27
William J. Downing	8-4-22	No. 1 Box Shop	27
James Donnelly	8-28-22	No. 1 Box Shop	27
James Salmon	8-28-22	Retired	27
Anton Smolski	8-29-22	Finishing Mill	27
Adolphe T. Doucette	8-30-22	Flooring	27
Charles E. Tyson	8-1-23	Retired	26
Edgar W. Ross	8-6-23	No. 1 Box Shop	26
Pietro Cisternelli	8-13-23	Paper Mill	26
William R. Duquette	8-15-23	No. 2 Box Shop	26

Walter E. Mazeika	8-20-23	Flooring Plant	26
Alex B. Morrison	8-24-23	Flooring Plant	26
Timothy Dowling	8-25-23	Roofing Plant	26
Harvey A. Batten	8-6-24	Paper Mill	25
Henry A. Doudie	8-11-24	No. 1 Box Shop	25
Frank G. Kissell	8-6-29	Flooring Plant	20
Stanley S. Phillips	8-12-29	Roofing Plant	20
Walter C. Bisdack	8-15-29	Paper Mill	20
Charles Chorlton, Jr.	8-19-29	Roofing Plant	20
Carl A. Gustafson	8-19-29	Flooring Plant	20
Clare L. Hayman	8-19-29	Flooring Plant	20
Robert B. Patterson	8-26-29	No. 2 Box Shop	20
Frank Lippolis	8-26-29	Flooring Plant	20
John D. Smith	8-27-29	Flooring Plant	20
Alexander Palilunas	8-28-29	Paper Mill	20
Benjamin Beale	8-1-34	Box Sales	15
Stanley C. Binkavitch	8-14-39	No. 1 Box Shop	10
Madeline Florest	8-14-39	No. 2 Box Shop	10
Ruth B. Perkins	8-21-39	Office	10
Alphonse Trask	8-22-39	Flooring	10
Alice Holmes	8-1-44	Office	5
Spencer E. Peckham	8-2-44	No. 2 Box Shop	5
Stella Pask	8-10-44	No. 2 Box Shop	5
Creighton J. Hill	8-16-44	Director of Personnel	5

Mary A. Brady	8-21-44	No. 2 Box Shop	5
Mary Cofsky	8-22-44	No. 2 Box Shop	5
Lena G. Flood	8-28-44	No. 2 Box Shop	5
Mary Ann Wallace	8-29-44	Office	5
Laura N. Illingworth	8-31-44	No. 1 Box Shop	5

PHILLIPSDALE

Charles S. Cyronak	8-4-10	Retired	39
Gaetano Nanni	8-23-18	Plant	31
James J. Kuzmich	8-9-20	Plant	29
Wilfred Couture	8-6-23	Plant	26
Anthony N. Perry	8-9-23	Plant	26

CHICAGO

Lawrence Doherty	8-7-19	Plant	30
Arthur H. Smith	8-21-44	Roofing Sales	5

SHREVEPORT

Wheeler Johnson	8-17-44	Plant	5
Dewey Epps	8-28-44	Plant	5

BERRY ASPHALT COMPANY

C. H. Warmack	8-1-29	Waterloo	20
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Every year the Office Managers meet to discuss problems of office management and coordination of accounting and credit activities. These sessions involve conferences with heads of related departments, as in this picture with Cost men Coleman and Dowling. L. to r.: H. W. Altman, Chicago; E. H. Coleman, J. J. Dowling and Joseph Erker, Jr., E. Walpole; O. N. Sherburne, Shreveport; George F. Campbell, Jr., Chicago.

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
HARRIET PHALEN
MARJORIE PYNE
DOROTHY McELENENY
JULIA LEWIS

A newcomer to Cost Accounting is Mrs. Margaret Lowerison. A hearty welcome to you, Peg, and may your stay be long and pleasant.

We also welcome in the accounting departments Jean MacEwen, Greta Storkfelt, Carl Larson and Thomas Drake.

Arthur Mellin has a new form of recreation. He is baby sitting for his little granddaughter, and he loves it!

Wally McGrath, former Office Boy, now working for Uncle Sam's Infantry, visited us last month. He certainly looks fine in his uniform.

Hilda Rafuse as President of the Bird Club and Peg Corcoran as a Council member were sent by the Bird Club to the National Industrial Recreation Association annual convention in Detroit the first of June. They report worthwhile meetings and an interesting visit to the huge Ford plant and Greenfield Village.

Wedding anniversaries naturally occur in the month of June. Jim Dowling celebrated his twenty-seventh, while Lester Ekman had his ninth and Harry Loring counted off seven years of married life.

Frank Eisenhower is serving again for the fourth year as a member of the program committee of the Massachusetts Safety Council. Frank is also a member of the Visual Aids Committee for the Paper Manufacturing Division, Pulp and Paper Section of the National Safety Council.

Office girls sitting in their comfortable new steel, leather-cushioned chairs may or may not be impressed with the posture-correcting virtues of the new furniture. But are they happy to find they can twine their legs around the rungs without snagging a run in their nylons.

Larry Lindblom is welcomed back to East Walpole, where he is now Assistant Cost Accountant under Mr. Coleman. Larry had been Office Manager in the Berry office in Magnolia, Arkansas.

Yvonne Eckhardt visited with her brother in White Plains, New York, recently and reported a fine trip.

Scotty Robertson celebrated his birthday on May 29 and on that same day his daughter was married to Herbert Bellenger of Woonsocket. Pauline Ransow, our delightful soprano, sang at the wedding.

May Harper and family are sporting a new green Ford, just in time for summer trips.

Julia Smith attended the State Encampment of the VFW in Pittsfield last month. She was first delegate. Agnes Fraser of No. 1 Box Shop, who is president of the Norwood Auxiliary, accompanied her. Their next trip will take them to Miami in August to the national encampment. Julia holds the office of Treasurer of the Norwood Auxiliary, Conductress of the Norfolk County Council and Conductress of District No. 5, VFW. An impressive list!



Your Office Review correspondents are girls of varied interests. Left to right: Dorothy McEleney, devotee of the Braves and long-haired music; Harriet Phalen, a personable miss who says modestly she's just a jack of all trades; Julia Smith, staunch worker for the VFW; Julia Lewis, the life of every party; Marjorie Pyne, also the wife of a Bird employee; and Louisa Graham, who listens to records all day—as an ediphone operator. The missing correspondent is camera-shy Sabina Costello.

It's always the hope chest season in one department or another. Marie Julius and Helen Maroney each have one. We hope both chests will soon be so full they'll have to sit on the lids to close them.

Seen at a recent pottery exhibit in Walpole were some charming pieces done by Carolyn Delaney, Pat McDonald and Anne Lindsay. If "going to pot" produces such fine results, we certainly recommend it!

Creighton Hill had the ball game on his car radio as he was driving in town past Fenway Park where this same game was being played. Suddenly the announcer said the ball was going up, up — it was over the fence. It was out of sight. The next thing Mr. Hill knew, there was the ball rolling in the street right in front of his car!

We miss Henri Davenport (Davvie) at the Information Desk at the Main Office. Muriel (Pat) McDonald has been transferred from Billing over to Davvie's old spot and bids fair to be as cordial and informative as was her predecessor.

New phone operator is that Scottish lassie from Arthur Wilson's department, Mattie McLauchlan. Mattie likes her new job and is fast learning the mysteries of being a successful "hello girl."

Speaking of telephone operators, the telephone room was a madhouse the last day Helen Ballou was on duty before her retirement. Everybody in the world dropped by to wish Helen good luck, to admire the lovely lamp her friends gave her and have a sniff at her colonial bouquet. Not to be outdone in favors, Helen stood her operators to a dinner that evening at Chicken Pete's, Milford, the town where Helen now lives.

At this writing Merle Belcher is touring through the Smokies on a brief vacation trip. She's the travelingest woman! Last year she went to California.

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	DOMENIC MCKENZIE
FRANK NYBORN	JACK HOLLIDAY
GEORGE LAMORE	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINNETTE PETRONI
EDWARD POWER	

On Father's Day, Martin Flaherty received a couple of lawn chairs. He looks pretty pert sitting out sunning himself like King Tut.

Martin Bowers had to stop in at the Employment Office the other day — to take care of that new tax exemption in his family. He's the proud father of a new son.

Bill Ivatts, Jr., spent his vacation at home catching upon the sleep he lost spending his week-ends on the Cape with Bill Swinnerton. This second Bill was still having, at latest reports, his usual run of bad luck fishing down at the Canal. Score: 4 trips both ways, 4 empty fish containers.

The popcorn line at the Field Day moved about as fast as the proverbial snail. If you were looking for Bob Weger, he was the tall fellow in the line with nine tickets in his hand. Frank Paine was still there the last we saw of him.

Sympathy is extended to James Barnes on the recent loss of his father.

One Sunday last month all experienced fishermen in Maintenance went on a fishing party. Steve Joyce speared the only fish, a 20-pounder.

We hate to see Charles Rafuse, John Sullivan, James Costello and George Wallace here at the Machine Shop leave us as they are being retired. We'll miss them but hope they will come back to visit us often. They should get enjoyment out of seeing the rest of us work.

Frank Purpura happily reports the arrival of a little daughter, Marion Lorraine, on June 13th.



Variation on the usual picture of a June bride! May we introduce Frances Ivatts Buccilli, who was married June 26. Fran was off on a week-end with the girls a month or so before and rigged herself up in borrowed finery for this "Mrs. Van Astersnoop" gag. Note umbrella held in right hand, the extended "pinky" of the left hand, and the angle at which the young lady's nose is tilted.

NO. 1 BOX SHOP

JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEW

LORRAINE OLSON
EDWARD PADUCK
HENRY JOHNSON

Frank Montisano and "Chief Don Eagle" Czzyryca went bass fishing down to the Cape. Frankie reported a catch of a 20-pound striper, his first of the season caught there.

Congratulations to George Mather, our newly elected Chief Steward.

If Salvatore Bucchieri doesn't stop eating cucumbers . . . O, mama mia!

Joe Keefe, John Walsh and Ed Valentine have all left Shipping for other jobs here. Joe is a

Grinder, John is on the Watch, and Ed is also a Watchman. Good luck, men!

"Duke" McDonagh has taken over Joe's job as Tractor Driver in Shipping, and Harris Aulenbach is the new Towmotor Operator.

Gino Ioannilli is back from a long leave of absence. Glad to have him back.

Now that Ken Houghton has taken over his new duties as Checker his hat size has enlarged at least two sizes.

George Sullivan (the Ancient Mariner) at this writing had nearly completed his boat and hoped to sail it soon.

Have you seen Gully and Hank (Catherine Bellew and Henry Johnson, that is), those photogenic kids! They appeared in the June Review. More copies of them and the other handsome Review correspondents can be had at a nominal fee.

Walter Songin can be seen strutting his stuff these days playing ball for the Bird & Son baseball team.

Sorry to hear of Skipper O'Donnell's back injury. Hope it's better now.

Welcome to "Doc" Moylan and Dan Perednia.

NO. 2 BOX SHOP

ELNA GOTTEBERG
A. D. SMITH

JOHN McGRATH
BERTA KUGEL

BARBARA COYNE

William Ford was passing out cigars last month in honor of the arrival of twin daughters, June 21. He was giving out just one cigar per person, however. He said at this point anybody was lucky to be given that many! Twins and a new house all at the same time are quite a blow.

The Shipping Department misses Arthur Sprague very much. Arthur, who had worked here many years, took three weeks' vacation and then retired at the end of June.

Charlie Shusta spent two weeks' vacation taking in the ball games.

Congratulations to Mr. and Mrs. Arthur Allen (Doris MacCallum), who were recently married in Norwood. Mrs. Allen's mother is Edna MacCallum of this shop.

Best of luck to Ed Jankowski on his new job as Blank Press Operator.



During the Eastern Mass. bus strike, if you didn't have a car, you got back and forth to work as best you might. Anna O'Brien and Anne Kelter, No. 2 Box Shop, display their hitch-hiking technique, which got them rides in no time.

The following have already enjoyed a vacation: Leona Paquette, Fred Morrison and Joe Nicholson.

Dick Jennings is building himself a house off High Plain Street, Walpole.

John Waltonen did a little gardening and carpentry work during his vacation.

Joe Buckley is now operating the new Bliss Punch Press. Good luck on this new job!

We welcome the following girls to Flower Pot Set-Up: "Babe" Connolly, Mary Nixon, Phyllis Iarocci and Alberta De Flaminis.

Arthur Kennedy, for some time a Blank Press Operator, has recently gone to the Shipping Department.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

Fred Picard thought it would be a nice thing to improve the tone of the conversation in the Shipping Office. So he had a bank made up and everyone who uttered a naughty word had to drop a nickel in the kitty. Guess who made the most deposits in the penalty box. Anyway, Fred, the Jimmy Fund profited handsomely from your contributions!

Among early vacationers is Ralph Kemp, who recently returned from a week of fishing down the coast of Maine and along Cape Cod.

The new addition to house the new locker room, wash room, nurse's office and the office force is almost completed. It really looks nice and will be a modern, clean and cool place in which to work.

Ed Jones got his car tightened up and in good running condition in preparation for his three weeks' vacation. His destination — Prince Edward Island.



Jim Maguire and Ted Holmes of Box Sales compare notes on their anniversary gifts from office friends. Jim's gift, a beautiful leather golf bag, stands beside him. Ted received a check to be used to buy a hunting jacket. The presentation was made the morning of June 23, Maguire's thirtieth anniversary with the company. Since Holmes's twenty-fifth is July 21, the department decided to make it a double ceremony.

Retirement Parties

Helen Ballou



Helen Ballou, telephone operator, who retired July 1, discovered she had many friends who wanted to wish her well when this party was held at the Lord Fox on June 15. The guest of honor is seated in front surrounded by her crew of operators: Berniece Potter, Helen MacLeod and Mattie McLaughlan.

Following the dinner Helen was presented with a bouquet of artificial roses whose leaves were cleverly folded bills. Dangling in streamers from the bouquet were more greenbacks. The whole thing was so beautifully made that Helen at first didn't realize it was literally made of money. Then suddenly she gave a startled gasp when she came to. Mr. Anderson, invited over from Mr. Tupper's party, graciously made the presentation. The gift, he said, represented a token of regard, appreciation and love for Miss Ballou from many, many friends throughout the company, both female and male!

And "Davvie"



The month when Henri Davenport retired, his former co-workers in the Treasurer's Department and top management officials gave a luncheon in his honor at the Lafayette House. Davvie is seated at the head of the table with "Dean of Bird & Son" Elmer H. Bartlett. Others around the table are: H. E. Sawyer, Jr., Howard Whitney, Dimon Merrill, John Rambeau, Warren Anderson, Ralph Wilkins, Wesley Ahlgren, Eli Chamberlain, Wesley Beaulieu, B. D. Rogers, Charles Sumner, A. H. Anderson, Howard Hanna and Joseph Erker, Jr. On this occasion these friends of his gave him a U. S. Savings Bond. Toastmaster was Mr. Bartlett who recalled in his own delightful way their early days in the Office.

On Mr. Davenport's last day, Mr. Anderson and Mr. Ahlgren presented him with a sum of money, the gift of everyone in the Office. Davvie, as he has been affectionately called for years, retires with the best of wishes of his many, many Bird & Son friends.

Jennie Ippoliti took her vacation to attend her husband's graduation exercises. Renzo, though a married man, has now become a Bachelor, through the cooperation of North-eastern University!

Andy Wright has put the finishing touches on his cottage at Rexham Beach, where he will be spending many hours this summer.

Automobile fever is gripping some of the lab men who have been nursing along their old vehicles for years. Some newer if not brand new cars may soon appear. Ed Lincoln and John Koval are the two likeliest candidates at present.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY	DOROTHY HAWES
RICHARD ELLIS	CLARENCE PHILLIPS
JAMES CONNOLLY	JOHN GROVER
CHARLES COBB	RUSSELL RICHALL
CHARLES NOVICK	

Fred Baker and Dan MacAleese have joined the "Stay Home Nights Club." Both have new television sets.

In spite of all advice to the contrary, Charlie Mahoney went ahead and got married. Congratulations!

The latest horseshoes champ of the Finishing Dept. is Joe Anello, aptly nicknamed "Mr. Horseshoes." Joe features a sparkling 4½ turn pitch that rings the stake around the shoe!

We miss Bud Fraser. He broke his ankle in five places sliding into second during a recent ball game.

It's good to hear that Felix Counter is feeling much better after a siege in the hospital.

Ronald "the Limey" Lewis is still smoking Raleighs because he thinks the profits go to England.

George Grover drove to South Carolina on a two weeks' vacation.

Tom Rogers looks pretty snappy in his recently acquired Nash.

Sam Steele drove his new Chrysler to Nova Scotia on his July vacation.

Construction has started on Clarence Phillips' new home on Common Street, Walpole.

Robert "Flash" McColgan has just bought a house in Norwood.

Thomas Cotter screened his porch so he now can enjoy the coolness of summer nights, minus mosquitoes.

Among new car owners are Joe Trudeau, Tony Grinavic, Ed Matola, Bill Heino and Charlie Vasaturo.

Carl Rafuse was planning to paint his house during vacation and Clarence Russell was at home too.

On Father's Day, John Alexandrowicz's wife presented him with a fine, 9 lb. daughter.

We sure admired the way Hugh Boulter rode that merry-go-round at the Bird Club Field Day.

On June 26, Frank Kenefick took as his bride Joan Pesaturo of Canton at a ceremony at St. John's Church in that town. All good wishes to the newlyweds!

Brought here recently for reburial from overseas was the body of Sgt. Albert Wise, only son of Arthur Wise. We extend our sympathy.

On June 9, Suzanne Kaldeck was given a miscellaneous shower at the Hermitage by girls in the Lab and at the Hermitage. Her mother

was also present. Also, in honor of her marriage on July 17 to Ira Gray, a fellow chemist, Dr. Trepp and Mr. Reynolds took the Lab employees out to lunch at Mary Hartigan's. They all presented her with a Mixmaster, a copper-bottomed frying pan and a corsage of white carnations.

Suzie is having a former classmate at Simmons as her maid of honor at her wedding in Medfield. The bridegroom is a Research Chemist and a former naval lieutenant. Suzie's father, an M.D., has recently become clinical director at the Medfield State Hospital. Mrs. Kaldeck is a pediatrician also in the employ of the Commonwealth. The Grays will be at home in their new house on Moose Hill Street, Sharon, after August 1.

We here in the shop all miss Michael Curran and wish him happiness in his well-earned retirement.

Clayt Abar went to Maine on a fishing trip, but judging from the looks of his chin, the fish must have put up a battle.

Austin Allan is back to work after a recent operation.

Vacationers: Tom Paquette to New Hampshire; George Schoener to White Horse Beach; Walter Adamonis to Martha's Vineyard and Aldo Bertoni to Foxboro Bogs.

Flooring Union Honors Curran and Janusaitis

MICHAEL CURRAN and John Janusaitis were the guests of honor at a party given them by fellow members of Local #1384 on their last day at work, June 30. They were the two men from the Norwood Flooring Plant to be retired on that date. Mr. Curran worked in the Maintenance Department and Mr. Janusaitis in the Rug Border Department.

More than a hundred attended the dinner at Bob McCarthy's in Medfield, at which Union President Al Procaccini was toastmaster. John and Mike each received as testimonies of the good wishes of all a beautifully engraved billfold containing a substantial sum. A life membership card in his union was presented to each as further evidence of the regard of his fellow workers.

Everyone had a wonderful time. This group furnished its own entertainment, with Howie Nelson at the piano and songs by Joe Lestan. Invited guests from management included H. E. Sawyer, Jr., Vice President in charge of Flooring, Superintendent Ralph Wight, Frank Sutherland, Stuart Nickerson and Tom Rogers.

In charge of arrangements were Oscar Johnson, Robert Deane and Philip Muehlberger.

Matthew D. Fyfe

MATTHEW D. FYFE, Flooring Plant Block Cutter, collapsed and died at work on Saturday morning, July 1, just a few hours before he was to start his three weeks' vacation. Although Mr. Fyfe had had a heart condition for several years, he had worked regularly and had not complained of feeling ill on the morning of his death.

He came to the Norwood Flooring Plant first as a Paint Mixer in the Print Machines department and would

have completed twenty-five years with the company in October of this year. After three years on the Print Machines he transferred to the Block Room and remained there almost continuously after that. He became one of our most skilled Block Cutters.

He is survived by his wife and two daughters who live at 314 Nahatan Street in Norwood. Funeral services were held on July 5 from St. Catherine's Church, Norwood. Many Bird & Son employees attended, including the entire department in which he had worked.



Perry Crane of the Granule Plant receives a cash-lined wallet from the boys as he retires June 30. Left to right: Ernest Zinkowsky, Mario Lach, Joseph Zabrowski, Carl Peterson, Daniel Costello, Harry Sahlin, Anthony Campisano, Arthur Armour and Charles Peters (in back), Carl Hagblom, Mr. Crane (receiving gift), Chester Giordano, Roger Percy making the presentation, Vincent Cappuccio, Elvir Kallstrom, Louis Cataldo, Edward Carberry, and Frank Pennachio. Foreman Howard Bearce is there too — just his hat shows, center background.



The union at the Norwood Flooring Plant gives a banquet to retiring fellow employees, John Janusaitis and Michael Curran. At the head table you will see Mr. Janusaitis and Mr. Curran (l. to r.) seated between Vice President of the company H. E. Sawyer, Jr. and Union President Albert Procaccini. (Mr. Procaccini is third from right end of table.)

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY



Phillipsdale's 1949 Soft Ball Team: L. to r., back row: Clif Soderlund, Dick Carlson, Manager Mannie Oliver, Joe Queenan, Bill Queenan, John Raposa. Middle row: Bill Conway, Captain Howie Inman, Joe Wynne, Les Tarbell, Joe McBride. Front: Mascot Howie Inman, Russell Mollerberg, Gil Dias. Missing: Ed Smith, John Arruda.

on June 16, the team played a tight game with Glenlyon, losing only after a hard fought battle by a score of 4 to 1. Our pitcher and captain, Howie Inman, allowed only four hits and struck out seven men.

Phillipsdale Notes

Old timers at Phillipsdale will be sorry to hear of the death on June 23, at the Newport Naval Hospital of Joe Doyle, brother of our Assistant Shipper Louis Doyle. Joe worked in our Shipping Department for quite a while many years ago.

Congratulations to Marilyn Hulda Carlson, daughter of "Willie" Carlson, upon her graduation from the East Providence High School.

Mr. and Mrs. Alfred Gamboa have been receiving congratulations on the birth of a daughter, Carol Ann, born June 3.

We were sorry to hear of the death of Mrs. Joseph Farrell. Joe is one of our retired employees who formerly worked in the Maintenance Department.

We welcome Peggy Reilly who has started to work in the office.

Florence Hussey spent her vacation between Atlantic City and Canada.

Bob Pearson is receiving congratulations upon his marriage to Mildred Blomstedt on July 6 at the Newman Congregational Church in Rumford. After a short wedding trip they expect to make their home in Rumford. We offer them our best wishes for a pleasant future.

Anthony Tirocchi is sporting a new Chevrolet.

We were sorry to learn that Charlie Cyronak was having a spell in the hospital. We hope he gets along all right.

Tony Pimental is back to work again after a long illness. We are glad to report that he feels O.K. now.

Ed Boisvert's son keeps pigeons. One day he tied a paper band with his address onto one of the pigeon's legs and let it go. The next day the pigeon flew into an office in Providence. The office manager phoned the telephone number that was on the paper and Mrs. Boisvert answered. The office manager asked if Mr. Boisvert had pigeons. Mrs. Boisvert, who didn't know about the incident, replied, "I'll say he has."

We were sorry to hear of the recent death of Carleton Horton's brother and of Leo Sullivan's sister.

Arthur Trudell has sent us another picture of his visit to Quebec. Pretty soon we expect to hear him talking French.

Fred Pierson, Phil Giordano and Charlie Del Valle had a little golf tournament of their own on June 16 at Triggs Memorial course. Charlie got an 89, Phil an 87 but Fred, having an apple in his bag on which he munched occasionally, was in better condition, so he reported a 79. These fellows will really go places on our golf team when they get in condition.

Parties and Gifts

Joaquim Cabral

A SURPRISE party in honor of Joaquim Cabral, who is retiring after twenty-three years of service as Janitor, was held Friday, June 10, by the Office force. Jack was given a sweater to remember his friends by. Cake (by Alyce Seeley!) and ice cream were served as refreshments.

Things won't be the same around here without Jack. We hope he enjoys his retirement which he expects to spend mostly in his garden.

Charles Cyronak

CHARLIE CYRONAK, our Beater Room Foreman for the last thirty-nine years, was called to the Brigade Room June 11, to find his fellow workers assembled to wish him well on his retirement, June 30. After an appropriate oration by Mr. Knight, Charlie was given a watch suitably engraved, as an expression of the good wishes of men with whom he worked these many years.

High in E.P.I. Leagues

BIRD teams at the present writing hold second place in all three East Providence Industrial Leagues.

Golf

In golf they are next to Glenlyon, having won 27 points and lost 15. Bill Kanoski has been off the team for a short while because of an injured shoulder. The same has been true of Fred Pierson. With these two men back in shape, even with the increased competition offered in the league this year, we expect soon to see Bird on top.

Horseshoes

In the horseshoe league, Captain Willie Carlson and John Ellis are holding the fort for the Bird team and are second only to Socony. Since they defeated Socony at their last meeting they too expect to be on the top before long. We now have our own courts and the boys have plenty of opportunity to practice.

Softball

Bird is pushing Glenlyon for first place in soft ball. In a crucial contest

Johnnie Arruda is eating soups for a while, pending the arrival of his new store teeth.

Joe Reposa did all right at Narragansett one day recently, we are told. Something like 150 to 1, which isn't bad. The jockey's name was Mulligan, which should be a lesson to anyone who is interested.

Ernie Oeser has learned considerable about quahogging in local waters. He recently came home with a few quahogs and a bad case of water poisoning.

We have had so many stories of Joe Queenan and his fishing parties that some of the boys were beginning to doubt them. He called their bluff recently when he brought in a pretty good sized fish to prove some of his stories.

Gil Dias is receiving congratulations on his recent engagement to Nancy Mattos of Providence.

We have been receiving visits from some of our retired employees including Jim Boisvert, George Hawley and Louis Jennings. We were glad to see them and hope they will come again.

About thirty of the boys went down to a clam boil at Walter Gill's place in Ocean Grove. Walter was looking very well and the boys were all glad to see him. The three musketeers, Clarence Pierson, Joe Marrier and Manuel Perry, occupied the whole of the head table and ate accordingly.

Sharkey Hyrske and Gus Nanni have been catching up on their homework during vacation, but Al Carvalho claims he has been taking it easy.

Joe Simkevich and Dick Carlson from the Laboratory mixed walking with riding on a recent trip they made over the "Trail" and through New York State. It seems they had a blow out — and no spare — ten miles from the nearest town. It was a much better way to see the scenery. Joe, by the way, has a new summer house at Scarborough Beach.

Fred Pierson and Anthony Amaral are going to take boxing and wrestling lessons. They put on an exhibition here recently and they say they can improve after several lessons.

Glad to see Herb Black back to work again after a spell in St. Joseph's Hospital in Providence.

Leonard Boucher, one of our Saturator Operators, is currently riding around in a 1934 Ford. He says it is a little cheaper to run than his old Studebaker.

Among the proud parents attending the recent East Providence Junior High School graduation were the Gus Mollerbergs, the Chappells, the Chamberlains and the Lowrys.

Frank McCabe, head Dry Saw Man in the Insulating Board Plant, tried out his new Chrysler on a trip with the Missus to New York City. He doesn't know how fast it can go — seventy was as fast as they wanted to travel.

Early one morning John Arruda and John Borges went fishing in Mount Hope Bay in a boat with a new out-board motor. They had gone several miles out and after catching two small fish decided to come home. The out-board refused to go. So, breaking out the oars, they took turns bending their backs in the old-fashioned art of rowing — all the way home. They don't think too much of that particular out-board motor.



Ford Thompson and C. B. Arrington, Waterloo, caught these white perch at Clear Lake not far from this Berry Asphalt location.

Three Weeks' Vacation at Berry Plants, Too

BERRY Asphalt Company announces that it also has adopted the new vacation plan giving three weeks' vacation for fifteen years of service. Those at Berry entitled to the three weeks this year are:

Magnolia Office

Harold B. Pullar
Chester C. Eberle
Ina Popanz
A. T. Van Pelt
Roger N. Smith

Waterloo Plant and Office

John W. Savage
Otto Holloway

Doyle Purtle
Chris Waters
W. H. Huffman
H. E. Herring
Fred Dixon
John Atkins
Otis Dixon
Roland Murray
Dewey Rhodes
J. M. Hodnett
Ira Weems
Lloyd Dixon
Herbert Marlar
E. S. Martin
W. H. Oswalt
C. T. Rollings
Sidney Weems
Ausie Tomlin
H. C. Martin
C. H. Warmack
T. O. Whitehead
Bill Jinks

Stephens Plant and Office

John Arrington

Magnolia News

by STELLA HINES

Hospital News: Rosalyn Eberle, Judy Smith and Laura Lindblom, daughters, respectively, of Chester Eberle, Sales; Roger Smith, Production; and Larry Lindblom, Office, all three had their tonsils removed within a period of one week. All are practically as good as new again.

Changes in Office Personnel: With Larry Lindblom returning to Bird & Son, East Walpole, W. J. Liechty takes over his duties in the Magnolia Office and Donald Ray assumes the responsibilities of the Royalty Division, formerly shouldered by Bill Liechty. Congratulations to both of you. We'll miss Larry and his family but are glad and proud for him.



Forty-foot cabin cruiser "Wakiva", skipper and owner Ted Maddern of Phillipsdale Plant, rides at anchor off Barrington Yacht Club, her home port. Ted and his family practically live here all summer. The craft sleeps six, has both coal and gas stoves, running water and radio. She has a 141 HP, 8-cylinder Chrysler engine and a speed of 10 to 12 knots. Ted brought her from Friendship, Maine, where she was built.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Speaks

Congratulations to our Sales Trainee, Mimms Dyess, who recently received a bachelor's degree at the University of Mississippi. We understand that second-year French course was rough, but Mimms came through with flying colors. He will soon have a sales territory for himself and "Deacon" Dyess must be proud and happy to see his son both finishing college and joining the Bird & Son sales force at the same time.

That unusual quietness around the office is explained by Willie Smith's absence on vacation in Kansas. A couple of cards from Willie inform us that he hasn't wet a hook. However, he assured us that he knew where his next vacation would be spent. We're happy to hear he is having a wonderful time.

Phil Johnson recently returned from a week's vacation spent at home with his mother and dad, who live at Pleasant Hill, Louisiana. This was an emergency vacation for Phil as his father had suffered a heart attack. We are happy to hear that his father is feeling better.

B. P. Soward reports a pleasant Memorial Day fishing with Mrs. Soward on Black Lake. Though no "contest" fish were caught, Bernie came out with a nice string of frying-size bass.

As this issue goes to press, Richard Bruce of our Cement Plant will be enjoying a two weeks' training period with the Marine Reserve Corps at Camp Lejeune. Richard is a regular member of this organization, having joined as soon as he was old enough. As far as this reporter knows, he has never missed a drill period.

We welcome Oliver Daugherty, the new Welder, to our Bird Family. We hope his stay will be long and happy.

From Roofing Machine Foreman to tree surgeon, that is the life of William Winkler. While he was cutting grass in the front yard, William ran the lawn mower into a small pecan tree that Mrs. Winkler had set out. As the blades struck the tree, the bark flew, cutting a gap about 6 inches long on the trunk. William immediately forgot the grass and replaced the shreds of bark. As far as he knows, this error hasn't been discovered yet.

Rufus Deaton was heard in the locker room the other day giving the following advice: "Check your pockets, fellows, and see if you have your keys before locking them up." Deaton had locked his key inside his locker with all his other valuables. He succeeded in

getting it open with another key borrowed from the Maintenance Department. Harold Maricelli gave him a lot of sympathy, having done this same thing himself.

While Willie Smith is enjoying his vacation, Mode Myers is foreman of the day crew and Robert Jones is filling the night warehouseman's job. You can tell by the way the material is moving out that both fellows are doing good jobs.

Our \$64 question is: "WHO GOT OUR DOG?" Our mascot, "Hobo", disappeared during the Memorial Day holiday. C. D. Sharpe, night watchman, remarked how much company she was and he'd like to have another. So Phil Johnson brought over a black and white pup. Almost everyone who saw it wanted it. It was last seen in the possession of A. C. Sheppard, to be left at Mr. Sharpe's home. Now who really has the pup, we still don't know.

California seems to hold a fascination for the office here in Shreveport. Wanda Outlaw just returned to work after an extended vacation in and around Los Angeles and reports an excellent time. LaFon Colvin and her husband left on a rather hurried vacation trip to Oregon and California.

* * * *

Safety Notes

Ashford Sheppard was building a picket fence over at his house and he failed to pull out a nail in a loose picket. He stepped on the nail and scratched his foot so he threw the picket over against the house as he was hurrying to get through before dark. And do you know he stepped on that same nail again and that time got a sure enough puncture. Shep says from now on upturned nails receive special attention at his house.

Jake Brown was out digging potatoes the other day. A piece of dirt got in his eye as he was shaking one of the vines. Mr. Brown says, "It has gotten to the point where it is not safe to even eat grape-nuts without wearing your goggles."

Employees of Bird & Son, inc., were glad to see their name in print in "NATIONAL SAFETY NEWS," June, 1949. The article read as follows:

"THE HONOR ROLL BIRD & SON, INC.

Roofing Plant, Shreveport, Louisiana
January 1, 1948 to April 1, 1949
341,711 man-hours; continuing."

* * * *

Grace Fuller motored to New Orleans over the week-end to bring her nephew, Donald Hanley, back. He has been attending medical school at Charity Hospital in New Orleans. Donald worked in our Shipping Department before he started college.



A study in contrasts at the Shreveport alleys. Reading from left to right around the bench we see N. R. McNeill watching nice form on alley next door. From the look on Frank Markham's mouth he should always wear his falsies. Edwin Sompayrac is wondering, "Why can't I make at least one spare a game?" Tracy Malone with pencil in hand is actually watching our game. Frank Murphy is evidently thinkin', "What the—, is wrong with the scorekeeper?" and that unidentified onlooker with hand under chin is looking for a good match to watch and he is disgusted already. (The game in progress was the Bird & Son-Rust Engineering match reported last month that ended in a tie score.)



The new Glenwood quarry which is providing some of the rock for the Glenwood Mill. In the foreground are John Babbitt, shovel operator, B. P. Soward, Superintendent of the Shreveport Plant, and Odis Babbitt, the shooter.

We enjoyed having Dawn Sherburne here. She helped us out a week while LaFon was gone.

Lucille McMurry took advantage of the Memorial Day week-end and motored up in the Ozarks to bring her mother back home.

We enjoyed a visit from J. G. Trontell of Chicago recently. We hope he will come back to see us often.

The Bird Family welcomes the cheerful new member, Helen Findley, to the Accounting Department. Helen is a childhood friend of Vivian Wilson of our Billing Department. We hope her stay will be a long one.

James Smith went catfishin' the other night. He stopped in at Mitchell's Drug Store for a cup of coffee with his father-in-law. After paying for the coffee he left his billfold at the cashier's counter and didn't miss it until he needed cab fare home from the spillway. It's a long way to walk so he finally worked out a trade of catfish for cab fare.

Judson Grizzle, Elton Bamburg, Phil Johnson, Alvin and Charley Patterson, J. D. and Terrell Teutsch, C. F. Chandler and Mode



"Parson" Lou Harriman and the girls in the Building Materials Sales Division gather around to see that Annabel Cobb gets a proper send-off on the day she left to become Mrs. Weston Smith. In addition to the flowers and the cake, Annabel received a beautiful Sunbeam Mixmaster for her kitchen. Gathered around Annabel, l. to r., are Lou Harriman, Pauline Penza, Doris Meyer, Agnes Novick, Edith O'Neil, Helen Costello and Louise Perkins.

Myers and a number of other boys have been playing baseball. Out of four games played with Agurs, Cedar Grove and others, these boys won three.

Jesse Hammett, Grady Nelson and Ed Bailey have all made deposits toward the purchase of one of those G.I. houses in Morningside.

Tyeska Washington is the proud father of a son, Donald Ray, born June 3, 1949. Tyeska wasn't sure about the weight as the baby was born at home and there were no scales around.

Alvin Patterson was driving home the other night from the night shift without benefit of headlights. As usual a motorcycle cop showed up. Alvin did everything he knew how to do and those doggone lights wouldn't burn. After his lecture and just as the cop rode out of sight, those blankety-blank lights just came on without Alvin doing anything!

Honor Mr. Rogers

ED GROUT's three-year-old Donnie said, "Look! Lots more people are stopping at our house. Where are they all going to sit?"

His dad paid no attention but kept on talking as fast as he could to Mr. Rogers. Mr. and Mrs. Rogers were just finishing the first course in an outdoor supper in the Grouts' back yard. Mr. Grout knew, Mrs. Grout knew, and Mrs. Rogers knew that the rest of the Personnel Department (the "G" departments, that is) were on their way for a surprise party for Mr. Rogers. But they hoped Mr. Rogers wouldn't guess until the crowd began streaming through the yard and over the break in the low stone wall.

Ed succeeded and Mr. Rogers was completely surprised—in spite of Donnie! They presented their friend and former Director of Personnel with two cases for his Kodachrome slides — one to have at home and another



Pfc. Nelson Patrick writes from Guam that he will be glad when his three years are over and he is back at work for Bird & Son. He has also been on Saipan and Tinian. He reports Guam is nice and there is ROMANCE but "it ain't Shreveport." Like the picture, girls?

portable one to carry on trips. Al Smith, making the presentation, said there were advantages of age, for that gave him the honor of making a little speech and handing Mr. Rogers the gifts. Mrs. Rogers — who proved that a woman can keep a secret — received a charming bouquet and a corsage.

Dessert, including home-made cakes and cookies from the kitchens of Grout, Smith and Coburn, was served. The remainder of the evening was spent in a fine showing by Mr. Rogers of the pictures he had taken during the past winter, when he and Mrs. Rogers were in California.

Acknowledgments

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged by the family of John Luukko.

Gratefully acknowledging and thanking you for your kind expression of sympathy.

The Treacy Family

Thank you sincerely for your kind expression of sympathy. It was deeply appreciated and is gratefully acknowledged.

The Farrell Family, Phillipsdale

Thank you sincerely for your kind expression of sympathy. It was deeply appreciated.

The Patterson Family

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mrs. Sigmund Lasky and Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mr. and Mrs. John O. Anderson

Mr. and Mrs. Eric T. Soderlund

NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA GEORGE, VIRGINIA O'BRIEN, LAWRENCE PETERSON

Chicago Retirements

THREE long time employees of Bird & Son retired on June 30, 1949. First was B. J. Overholt. A small gathering was held in the Sales Office where the office Supervisory Force presented B. J. with a traveling bag. This bag is a companion bag to the one that he received on his 35th anniversary with the company, December 3, 1948. This follow-up gift is to enable B. J. to begin his travels in style. He plans to spend the summer in Chicago working around the house and in his garden, and in the fall is starting an extended tour of the South and Southwest United States.

On Wednesday, June 29, at a gathering of all the employees from the Mechanical Dept., Bill Bennett, retiring Millwright, was surprised with a complete fishing outfit. He was presented with a very beautiful casting rod and a Shakespeare reel and tackle box. Bill has been known as a great fisherman for many years, and this equipment will get plenty of use, now that he has retired. There were many envious eyes cast at Bill as he carried the rod and reel and box out of the plant that day. Angor Oberg, Millwright helper, was trying to per-



B. J. Overholt with his new traveling bag, present from the supervisory force at the Chicago Office. With the bag given him last year, B. J. is all set to enjoy his travels, now that he has retired.

suade Bill to trade his tackle box for the one that Oberg has at the present time. Bill also was presented with a little gift from all of the employees of the mill as a token of their friendship of many years.

Raleigh Stearles, who also retired on June 30, was presented with a gift by a group representing all the mill employees. Those representatives were James Scott, Milton Crawford, Tom Ramlow, Ed Rickerson and Jack Guilfoyle. Jimmy Scott made

the presentation. "Doc Raleigh," as he is called, recalled the day that he originally came to work for Bird & Son. He figured that he would work the one day only and then see if he could find a better job elsewhere, but better than twenty-nine years later he was still working that "one day" when he finally retired. "Doc Raleigh" has been one of the mainstays in the plant for many years. He has instructed many a new employee in the rights and wrongs and the know-how necessary for the job. He will be sorely missed by everyone with whom he had contact during the course of his employment.

Chit Chat

During the month of June, Chicago had many visitors at the plant — Creighton Hill, Director of Personnel, spent a day here at Chicago to take up business matters with both Management and the Union. Ben Rogers also stopped in and paid us a brief visit on his return from California. Hal Pullar, President of Berry Asphalt, dropped in to pay us a visit.

We wish to welcome Tom Spencer who was recently transferred from East Walpole to Chicago as a sales representative in Southeastern Michigan. We also wish to welcome Ted Reimann who is taking over the sales territory in Western Ohio as of July 1st.

Congratulations to Ray Gusick. We understand that he finally got his house painted and has now taken on the chore of building a trailer. Ray took the first week of July for vacation and went to Northern Minnesota to try his luck at fishing. Upon his return on Monday we found that his luck was not too good. Perhaps the fish just were not biting.

Most of the people in the shipping department are going to call Henry Watson "Betty Grable" from now on out. Henry has been going around on the job these hot days with his pants' legs rolled up above his knees. While he may think his limbs are shapely most of the fellows don't.

Our deepest sympathy and sincerest regret to Roland Abraham of No. 2 Machine who recently lost his wife. She was buried in her home town in Mississippi.

Also our deepest sympathy to Harry Prinzler who lost his brother Carl Prinzler. Carl Prinzler was Vice-President of Vonnegut Hdwe. Company for many years.

Vacations are rolling right along!

Nancy Blaul favors the sunny South and gave Hattiesburg, Miss., a try. "And," sez she, "it's mighty fine and it keeps beckoning." (A sort of come one, come all — or rather "you all".)

Bob Meadows spent his vacation down in Southern Illinois and came back with a beautiful "tan."

Bernice Behnke sez, "Try Chicago for a vacation sometime — it offers plenty."

Della Lyndon had a week at a beautiful spot



The boys in the Mechanical Dept., Chicago, pose with Bill Bennett, right, holding the fine casting rod they have just given him on his retirement. Bill received a complete fishing set, which he will make good use of, being an old fisherman from way back.



Only nine months old but bright as a button—Roberta Jean Macleod—whose father is Asst. Office Manager, Chicago, and whose proud aunts and grand dad back East will be glad to see this picture.

near Rome City, Indiana. For relaxation it can't be beat, she reports.

On June 30, Roland Altman left Bird & Son. We wish him the very best of luck in his new venture.

On July 8, Ida Rocklin also left the "nest." Ida, we wish you lots of happiness—and "happy landing" on the cooking deal.

Y League Softball

ALTHOUGH Bird & Son's softball team had a very poor start, they have pulled into their own and have a winning streak of six games straight at the present time. The first round of the Y.M.C.A. Industrial League has been completed with

our team finishing up in fourth place. The second round has started and after two weeks of play we are tied for first place.

The recent games have been highlighted with the terrific hitting of the Scheide brothers—Paul and Ed—and that of the pitcher, Lorenzo James. The old saying that pitchers don't hit has been blasted by the hitting that James has been doing this year. As this Review goes to press, James is batting just about .600, which is by no shakes a moderate batting average. The team is rounding into shape very nicely and it looks as though we will continue on to a very good record as the season progresses.

What is needed now is a little support from all the employees of the Chicago Mill. While there are many out for each game, they are the old faithfuls like Levi Hosch, Brantly Hansen, James Mason, Joe Blackman Rube Mayer and a few more of the fellows in the plant. However, we would like to see a much bigger attendance. There are not too many more games to go and with a little backing perhaps this team can bring home the championship to the Chicago Plant.

In the game played on July 5, Bird beat Austin Lab 15 to 6 with Paul Scheide and Ed Scheide each hitting a home run. Bill Larsen also contributed two home runs to the victory and there were many hits by the other members of the ball club.



This needlework has been done by John Dexter since he retired from Bird & Son last January. He says he is going to present this to a local Boy Scout Troop. John was the first employee to retire from the Chicago Plant.



Two dependable Chicago men who help keep our production records high. Faite Rudolph is Tying Machine Operator on No. 2 Machine and Henry Watson is Tractor Driver for No. 1 Machine.



It looks as if Judith Lynn Hopkins got four front teeth for her Christmas! This attractive miss is the daughter of James Hopkins of the Chicago Shipping Dept. Jim is Vice President of the Union at the Chicago Plant.



When Minnie Sline retired this June after forty-eight years of service, friends throughout the shop contributed to a purse as a farewell token. Here is Minnie, looking pleased as Supt. R. L. Tupper, right, makes the presentation on behalf of all. Left to right: Marie Rainville, Foreman Guy Hoyt, Miss Sline, Catherine Brady, Betty Kugel and Mr. Tupper.



Walter Pribis and Tony Utorka (left to right) are taking no chances that unauthorized persons will swipe their speedboat. Here they are exchanging keys.

Roofing Men Build Trim Craft

IT'S better than a Chris-Craft and only cost about one tenth as much — that's the verdict of everybody who has seen the beautiful new sixteen-foot boat built by Anthony Utorka and Walter Pribis in their spare time the last fifteen months. Tony and Walter both work at the Shipping Department of the Norwood Roofing Plant. That's a busy place, but boats are their hobby, so all the spare time they could find was spent in Walter's garage on Sumner Street, Norwood.

The big day finally came early in June. The last coat of varnish was dry and glistening; the motor, the rudder and all the gear were installed and in working order; and the last piece of metal trim had been tightened down. Several of the boys from the Shipping Department came over to help with the "launching," and when Walter Hartig, Review Photographer, arrived the craft had just been moved out of the garage into the driveway. Everyone who has seen it agrees it is a wonderful piece of workmanship, better in many details than plenty of craft selling today in the \$3,000 bracket.

Original plans for the boat were obtained from "Craft Prints" through the *Science and Mechanics Magazine*. The design didn't suit, so the boys made their own plans for a wider, deeper and longer boat. They put in two full width seats instead of the

one called for in the original plan. She seats six comfortably.

Her innards include a sixty horsepower Willys motor re-designed especially for motor boats, but quite similar to the motor found today in the popular Willys jeep. The hull is all solid mahogany beautifully fitted and well protected with long-lasting marine varnish. The wood was obtained from Winde-McCormack of Charlestown. All the fittings are of the best quality. Some of them ran into fancy prices like \$22.00 for the steering wheel, \$20.00 for the windshield bracket, \$5.00 for the running light at the bow with one side reflecting red and the other green.

The Willys motor has had an interesting history. First it was in a Willys belonging to John McDonald of Roofing Shipping; John traded it to Arthur McKenna, who sold it later to John Stupak for a saw-rig. John obtained another sawing outfit, so sold the motor to Tony. Tony then had it reconditioned and made over for the boat!

The boat was first placed in the water at Lake Massapoag in Sharon. Trial runs there indicated she would do better than thirty miles per hour. A week or two later she was taken over the road to Onset and is now moored there for the summer.

Tony says he plans to use the boat for fishing and cruising in Cape waters.

Polio Precautions

THE National Foundation for Infantile Paralysis gives some hints for parents during the summer season.

1. If anyone in the family has a sore throat, make that person stay at home until it clears up.
2. Keep child from getting overtired from too active play or exercise or irregular hours.
3. Don't swim just anywhere. Be sure the water is known to be safe from pollution.
4. Avoid sudden chilling. Change wet clothing and shoes at once. Keep extra blankets and heavier clothing handy in case it gets colder.
5. Keep food clean, covered and away from flies. Cover garbage cans. If garbage is not collected, bury or burn it.

All of the following could be symptoms of infantile paralysis: headache, nausea, or upset stomach, muscle soreness or stiffness, and unexplained fever. If these symptoms appear, call the doctor as a precaution — just in case. Early diagnosis and prompt treatment often prevent serious crippling.

If polio is diagnosed, parents, keep calm. Remember that of all those stricken, 50 per cent or more recover completely, while another 25 per cent are left with only slight after effects.

Payment for that part of the cost and care of a polio patient which a family cannot meet is made by the National Foundation for Infantile Paralysis. If polio is diagnosed, contact your local chapter.



Just before Bill Low left the Sales Promotion Department briefly to become a June bridegroom, his fellow workers presented him with a 1949 model Toastmaster. His approving associates are: Wilton "Mac" MacLachlan, Peg Owens, and Bill Wakefield. The wedding took place June 24 at West Newton when Bill took as his bride the former Thelma E. Bergman of Auburndale.

Suggestion Awards

FOLLOWERS of our monthly report on suggestion winners have noticed that often the same people walk off with an award. Last month Edmund Wenstrom of Roofing Maintenance chalked up his thirty-sixth win! There were also six first-time winners among the June idea men.

John McDougall, lately made an assistant foreman at Flooring, pocketed a \$70 special award for an idea on making feature strip, which he submitted back in 1947. He and William D. Andrew of Phillipsdale also received the additional \$10 bonus for five accepted suggestions.

June winners are:

\$10 AWARDS

Victor Cotton, FBPM1
Harold H. Hyde, DPR
Andrew M. Jacobson, PFL
*Antonio LaCivita, FBE
John McDougall, FFT
*Joseph Magnani, FBB
Tiodoro Michienzi, FBPM1
Charles Sabonis, FXB
Patsy Solbo, FXR
Edmund Wenstrom, FBM

\$5 AWARDS

William D. Andrew, DPI
Eleanor Brylinsky, FXB
Luigi Cicolani, FBV
William Janusaitis, FFT
George Jobin, DPIF
William Lang, FBV
L. B. McCray, FSPM1
Cecil E. Sellers, FFNC
A. C. Sheppard, FSPM1
Vernon Stromberg, DPX
Kenneth L. Stuber, FXR

*Two accepted in this class.

Girls' Golf

By ISABEL MACLEOD, Chairman

AS we go to press near the end of our matches five teams are all within four points of each other. These are the Long Shots, the Spooners, Comets, Chippers and the M's. Pretty keen competition! A report on the final team standings will be given in the August Review.

Plans are going on for the Field Day on July 9th. Morning golf will be followed by luncheon at Seiler's in Wellesley. The lucky ones take home prizes and everyone has an excellent meal.

On July 11, the girls return the compliment by inviting the men to another Scotch foursome at the Walpole Country Club.



John McDougall, recently made Assistant Foreman, put in a suggestion for cutting feature strips from junk linoleum back in 1947. Last month John was handed a check for \$70 by Supt. Ralph M. Wight, representing a Special Suggestion Award for this worth while idea. Asst. Supt. Stuart Nickerson and Union President, Albert Procaccini, witness the ceremony.

Put It Out!

EVER drive along at night and watch the bright trail of sparks from a cigarette tossed out of a passing car? Pretty, isn't it — those gay bits of fire dancing so brightly in the black night. The cigarette is soon whirled off to the edge by the breeze from more cars whizzing past.

Pretty soon some dry leaves or grass nearby get warmed up. They ignite and almost before you can ring in the alarm, you've got an even prettier sight. Embers carried along by the breeze have spread the fire. There begins to show a crimson glow against the night sky and motorists from miles around are drawn towards it. But they can't get very near. Someone has rung in an alarm and the fire lines are drawn. Inside these lines firefighters are at work trying to stop — or at least hold — the blaze.

So another wood lot is burned over. A volunteer fireman comes home dead tired and lucky to have only his eyebrows singed off. Someone's house came near to going up, too. Or was that the time Joe down there near the highway got burned out?

Nobody set the fire. The man or woman who tossed the cigarette out of the car window didn't mean any harm. It was just thoughtlessness. Is that all? Well, for heaven's sake, THINK. Put your cigarette out before you throw it away. If your car doesn't have an ash tray, step on

your cigarette. But, PUT IT OUT.

The majority of bad forest fires are known to be caused by cigarettes tossed out of car windows. No. We're not kidding. Statistics from state and local fire departments prove this.

James Lasky

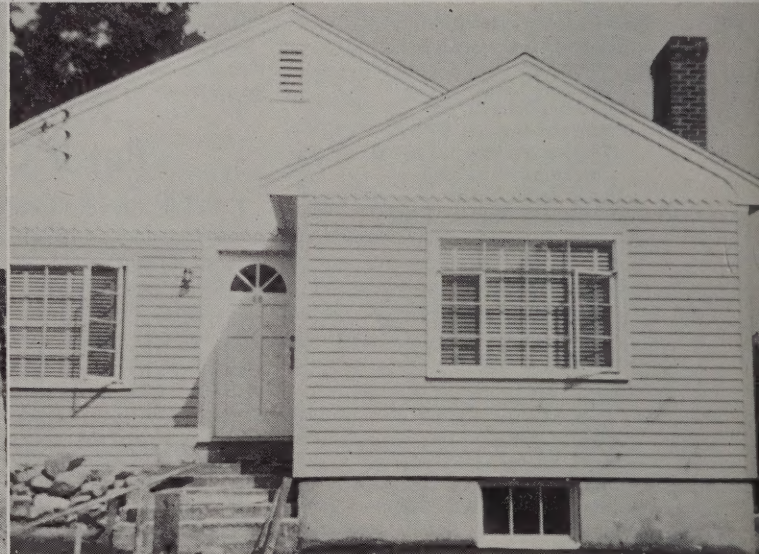
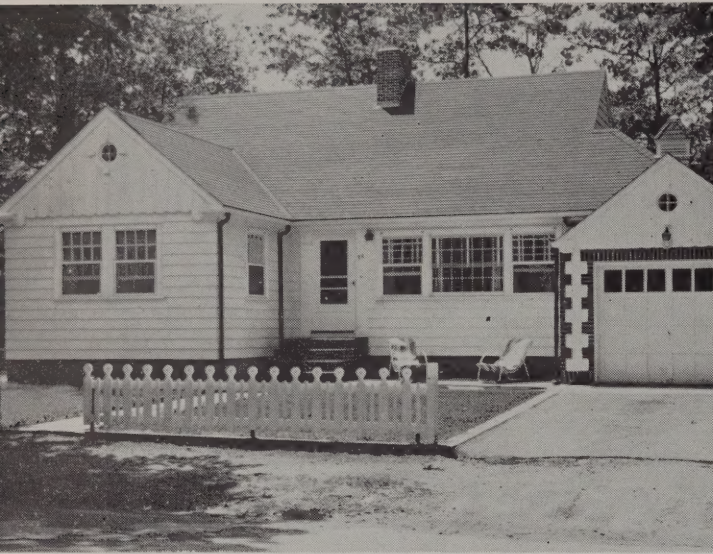
JAMES LASKY, East Walpole resident and Bird & Son worker since May 1916, died on June 8. Mr. Lasky had retired from Bird & Son in July of last year. Although he had not been in robust health, he was physically active almost to the end.

He worked for many years in the Transfer Department of No. 1 Box Shop as an Elevator Operator. He also worked in several machine departments of the same shop and since 1940 had been a cleaner in the Solid Fibre Finishing Department.

He was an East Walpole resident for many years until a few months ago when he went to Foxboro to make his home with a son living there. Funeral services were held Saturday morning, June 11th, at St. Peter's Church in Norwood with burial in the St. Francis Cemetery in South Walpole. He is survived by his wife, Appolonia, a daughter and five sons, one of whom, Michael, is employed at the Norwood Roofing Plant.

They Built Their Own

(Continued)



1. Frank Massey, Paper Mill Supt., says, "This is the third one I have built myself, and the other two are still standing."
2. J. C. Marshall, Shreveport Mill, used Roll Bric Siding and Copper Clipt shingles on this house of his.
3. This new house on High Plain Street, Walpole, is Bill Carr's attractive place, finished after he worked on it a whole year.

4. John Borges puts on the finishing touches outside his new home on Hill-side Avenue, East Providence. John works on the Phillipsdale paper machines.
5. Charlie DiMarzo of Flooring Maintenance knows he has a well-built home—he did it himself.
6. Over on Everett Street, Westwood, you will find the Dick Walkers' new house. Dick works in the Shipping Dept. of No. 2 Box Shop.

On the Lighter Side

A vacation is a short duration of recreation, preceded by a period of anticipation, and followed by a period of recuperation.

You can't kiss a girl unexpectedly; the nearest thing to it is to kiss her sooner than she expected.

Two little girls were discussing their families. "Why does your grandmother read the Bible so much?" asked one.

"I think," said the other little girl, "that she is cramming for her finals."

The only time some people won't pass the buck is when there is a collection.

A farmer took the pig to town and sold it. With the proceeds he bought a suit, a hat, a pair of shoes, and then he tucked the bundle under the seat and said: "Giddap, Oriole, let's get home and surprise my wife."

On the way home he stopped at the river, took off all his old clothes and threw them in and they sank. Then he looked under the seat for his new outfit. It was gone.

He got back on the seat and said, "Giddap, Oriole, we'll surprise her anyway."

"Shay listen, lady, you're the homliesh woman I ever saw."

"Well, you're the drunkest man I ever saw."

"Yeah, but I won't be in the morning."

Then there was the young man who called on his best girl and together they talked of kith and kin.

He said, "May I kith you?"

She said, "You kin."

"Now, Tommy," said the teacher, "if you had \$2 in one pocket, \$3 in another pocket, and still \$4 more in another pocket, what would you have?"

"Someone else's pants!"

Mr. Jones: "What kind of bridge does Pete play?"

Mrs. Smith: "Judging from the cost, I think it is toll bridge."

We have seen many statues of great men astride a horse, but never astride a fence.

Drive with care — Remember —

You have two chances

One driving with care

And one not.

If you don't drive with care

You have two chances —

One of having an accident

And one not.

If you do have an accident

You have two chances —

One of being killed

And one not.

If you get killed —

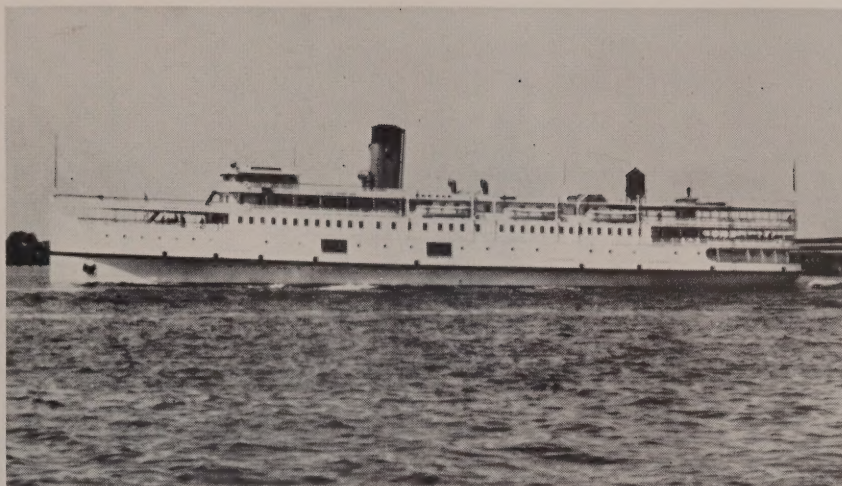
Well, you still have two chances.

— *Shawinigan Journal*.

A human being is a chap who'll split his sides over the family album and then look in the mirror without cracking a smile.

How about a dog food that would taste like a postman's leg.

He went into the tavern optimistically — and came out misty optically.



"S.S. Holiday", which will carry members of the Bird Club and their guests on a moonlight sail down Boston Harbor the night of July 21. This craft, newly acquired by Eastern Steamship Lines, has two dance floors with music by name bands for your dancing pleasure.

Preble Club Swingers Lead in First Half

By JOHN WOLOSHYN, Chairman

SIX matches (the first half) found Bob Preble's team on top with 50½ points. In second place was Baranowski and his ten team mates and in third, Watson and his troupe. Joe Cleary and his divot diggers brought up the rear.

For our 12-hole medal tournament June 14, we had a grand turnout with about forty of the fifty players competing. The players were divided into three groups, with three prizes for each group. In Group A, Percy Spiers won with a nice 45 net. We had a two-way tie for second in this group, Chet Grusheski and Al Smith with 47 net. They putted out and Al Smith was the victor, taking second place, Chet dropping to third.

In Group B, Bob Preble led the field with Bullet White placing second and Ray Bearce third.

There was a funny situation in Group C. All the scores were in but those from a threesome still out somewhere on the course. It was getting dark. Someone from the clubhouse let out a bellow, followed by a reply from the direction of the last hole. At least they were on the way. Up to this time the scores turned in showed Roger Amadon led Group C, with Joe Coburn second. The straggling threesome finally finished and to our amazement the Group C winner was among them. Herb Schaier turned in the best score.

Moonlight Cruise

"The ship is sailing down the bay,
Good-bye, my lover, good-bye."

SO go the words of an old song. But why not bring your lover along, instead of saying good-bye? Or your girl friend? Or your wife? You can, you know, you Bird Club members.

The good ship "Holiday" sails down Boston Harbor the night of July 21 and among her passengers will be a gay crowd of Bird Club members and guests. For the socially minded this moonlight cruise offers dancing on board ship to a name band. For the nautically inclined, you can watch the channel lights as your vessel passes the red buoys to starboard, as lights on islands appear off your bow, while the waterfront gradually dims astern, and the cool sea air wafts itself around you. (Boy, how can you bear to stay at home after that build-up!)

The "Holiday" of the Eastern Steamship Lines heads nor'east up by Nahant before her helmsman puts her back and sets his course toward the city. They even promise to put you ashore in time to catch the last buses stopping in Norwood and Walpole.

For further details ask Joe Coburn, entertainment committee chairman, or Julia Lewis on his committee.

Card of Thanks

Many thanks to all my numerous friends who were so thoughtful at the time of my retirement, particularly my very great appreciation for the party and the lovely gift.

(signed) Helen Ballou





BIRD NEPONSET **REVIEW**

August

1949

Vol. 37 No. 8



Quincy Firm Runs Plant Cafeterias

ON the first day of August, the Industrial Luncheon Service, Inc. took over running the cafeterias in the East Walpole and Norwood plants. This organization replaces Dudie's service. Louis Picard, the owner, asked to be relieved immediately. The new management had originally planned to begin after Labor Day.

Industrial Luncheon Service, Inc. supplies food to industrial plants—that is the nature of their business. For over a year they have supplied the Bird Machine Co. Bird Machine Co. does not have cafeterias, but a mobile canteen is rolled through the plant twice a day, from which employees buy coffee, sandwiches, etc. Industrial Luncheon Service is equipped to run plant cafeterias, to supply from canteens, as at Bird Machine, or to serve directly from trucks. As indicated on their container labels, they serve industries as far apart as Worcester, Providence and New Bedford. From a small-time coffee and sandwich peddling business of but a few years ago, William Rosenberg, the president, has built up an industrial lunch business using huge quantities of food, for example, two tons of coffee per week.

The food is transported in trucks from the company's headquarters on Hancock Street, Quincy. The hot things—already cooked—are kept hot and the cold things, cold, by carrying them in insulated metal containers. Pastry and many of the sandwiches are also shipped already prepared from Quincy. The coffee—which Mr. Rosenberg says proudly is the same brand used by the Parker House—is made at the cafeterias.

The cafeterias are now supervised by a so-called resident manager, Leo Lemaire. His assistant is George Anderson. Mr. Lemaire's job is to keep tabs on all four cafeterias to see that things go smoothly.

On the Cover



The pumping well in foreground (center) has been producing for 25 years. At the derrick a new well is being drilled, going down 1700 feet deeper to a newly discovered prolific sand. This is a Stephens location.

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Finding Oil

The fascinating story of how oil deposits are located and how the wells are drilled and operated.

DRIVING through the low hills and branch bottoms of Ouachita (pronounced Washitaw), Columbia and Nevada Counties in Southwest Arkansas, you would think that this is a section of the country which makes its living from timber. To a certain extent you would be right.

But if you stop your car on the road near Stephens or Waterloo there would be a sound that is foreign to the lumber or pulpwood industry, but is as familiar to the oil country as the putt-putt of fishing boats is to a New England harbor. It is the quiet chug of a one-lung engine nearby, and perhaps others farther off. Many of them aren't visible because of the trees until you top a hill. Then you can see the derricks extending above the woods. Near each derrick is an engine. Those business-like chugs tell you oil is being pumped from somewhere far under ground.

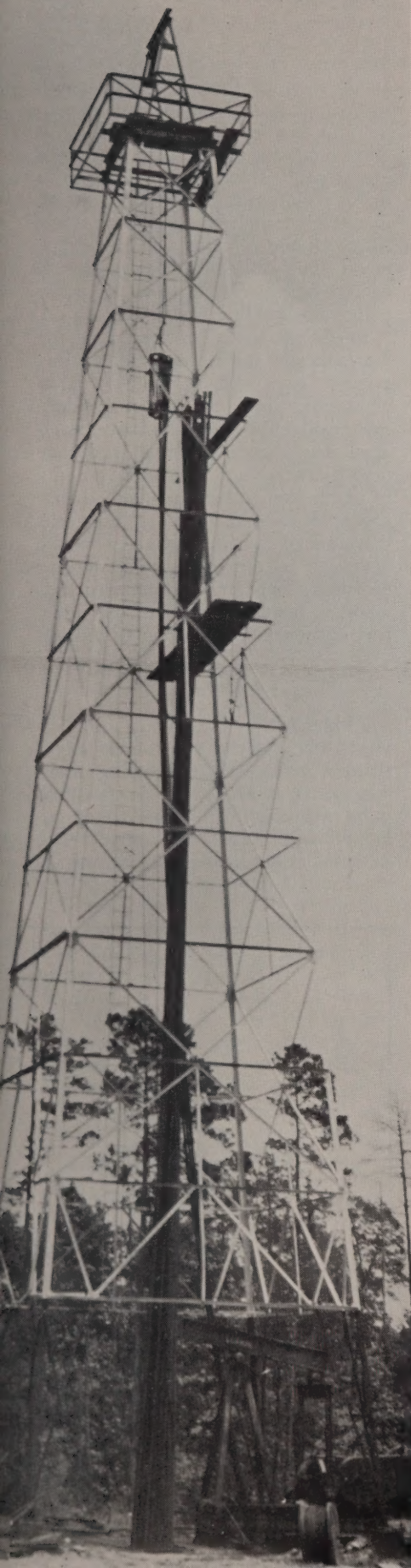
How these wells operate and why they are located where they are, is a story as interesting as prospecting for gold. The appearance of the countryside changes very little, but under some

of these hills and bottoms there is oil. There has been a lot of studying and figuring and drilling with some thrills and many disappointments before it was determined which were the right hills to drill into for the oil that supplies the Berry Asphalt Company refineries at Stephens and Waterloo.

This oil story doesn't begin with a geologist in a pine thicket grubbing for outcroppings and trying to decide whether he has found a future oil field, or a wildcatter with his "Doodlebug" a mile or so away trying to make a liar out of the geologist. It begins millions of years ago when the oil country was not land at all but an ocean. The dead bodies of thousands of generations of marine animals were then deposited in a great common graveyard. These bodies and probably some vegetable matter which grew in the spot later were slowly sealed underground by erosion from surrounding land. This erosion laid down deposits of sand and silt which built up slowly over the years. After several thousand years and the laying down of several hundred

At the left, tubing and rods removed from a well preparatory to cleaning. The rods are pulled out first since they operate the pump inside the tubing. These are taken out in 75-ft. lengths and hung on a special hanger extending down from the top of the derrick. The derrick man stands on the rod board (upper board at the right) and attaches each rod stand to the hanger as it is pulled. When the tubing is pulled, in 65-ft. lengths, the derrick man guides the top of the tubing to rest against the tubing board (lower board at right). At the same time the floor men on the ground level guide the lower end of the tubing to its proper spot on the floor.

Below — A unit pumper at one of the Stephens Nacatoch wells. The one-lung engine at the right operates the walking beam which in turn operates the pump about 2,000 feet underground. The insignificant looking pipe in the center of the picture is all that shows of the actual well. The pump plunger rod which operates the pump far below the surface is clearly seen.



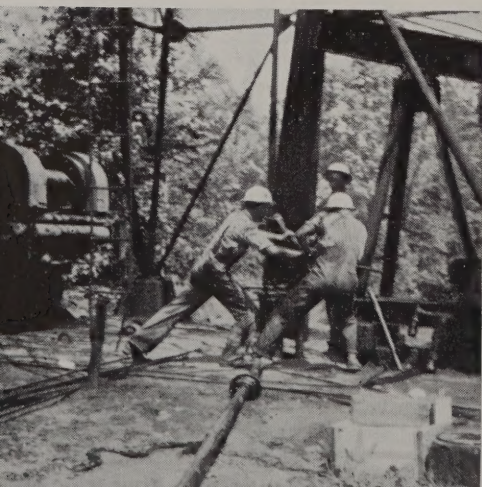


Slush pits used for circulating the drilling fluid when drilling a well. The cuttings, pieces of rock, are brought up by the fluid from underground where the drill is working and then pumped to these pits where they settle out so that the drilling fluid can be used over again.

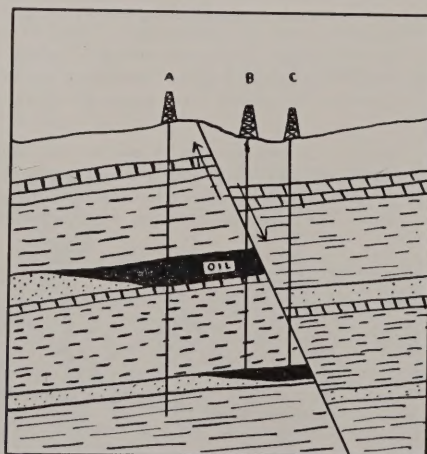
feet of sediment, other accumulations of animal and vegetable matter took place. These in turn became buried by more erosion until finally the deepest of these graveyards were buried under thousands of feet of sand and rock and shale. Tremendous pressure, heat and chemical action changed the decaying matter into oil and gas at various levels underground. These oil deposits differ in quality and denseness or gravity but they have one thing in common; they are all confined by a geological trap of dense rock which holds the pool within a limited area. This dense wall is usually shale or limestone which has been deposited or perhaps folded by a great earthquake over the porous sandstone in which oil is usually found.

The producing zones in Arkansas are represented by three geological periods

Men who do the drilling and cleaning operations at the Berry oil fields are known as roustabouts. Here is a roustabout crew pulling tubing at a Waterloo well. Buford Butler is on the machine and Welton Bailey, Jake May and Bob Waters are straining at the tongs.



which range in depth from one thousand to nine thousand feet and are referred to as the Upper and Lower Cretaceous and the Jurassic periods. Almost all of Berry's wells are drawing oil from the lower part of the Upper Cretaceous, and the particular sandstone which contains the heavy asphaltic oil that we refine at Waterloo is called the Nacatoch formation. These wells are a mere twelve hundred to two thousand feet deep, which is practically "top water" when compared with the nine-thousand-foot wells in other Arkansas pools, or the three-mile deep wells that can be found in other parts of the country.



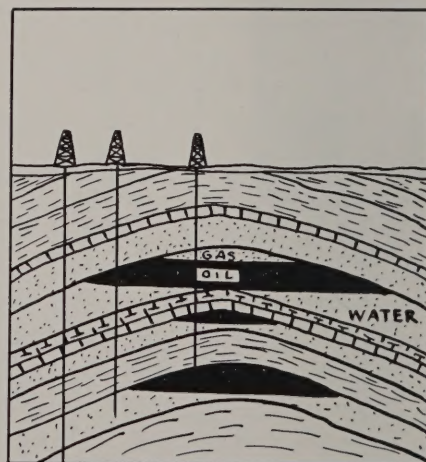
Two typical underground oil formations. At the left, two beds of oil have been trapped by a fault, perhaps caused by an earthquake. Note how important it is to pick the right spot for drilling. Well A located only the upper level of oil; Well C found only the lower level; but Well B found both levels. This is an example of a typical Waterloo field. The right hand picture shows oil trapped at different levels in an "anticline." The well at the far left is a dry well — it did not strike oil at all. The middle well found the first level of oil but not the two lower ones. The third well struck all three oil levels.

Berry operates nearly one hundred of these Nacatoch wells in Waterloo and Stephens. The fields are twenty miles apart and the sand is three hundred feet deeper at Stephens, but the oil is almost identical in character. It is rich in high quality lubricating oil and contains an excellent grade of asphalt, but due to its heavy nature there is no gasoline present. There are also a few wells in the Tokio sand at Waterloo, which is eight hundred feet deeper than the Nacatoch and contains a different type of oil. This oil is also high in asphalt content but the distillates are of a waxy nature not suitable for lubricating oil.

In addition to the Nacatoch sand, the Stephens area has a number of distinct pools or traps with as many as six or eight producing levels which produce lighter oil. Other producers have developed these lighter oil pools and have drilled several hundred wells ranging in depth from fifteen hundred to four thousand feet. It is from these wells that most of the oil is provided for the operation of the company refinery at Stephens where light products such as gasoline, naphtha, kerosene and diesel fuel are refined in addition to asphalt.

Locating Oil

Although the "Doodlebug", the "divining rod" and the "peach stick" aren't entirely extinct as prospecting tools, they are fast losing out in favor of more scientific methods of searching for oil fields. The two systems used most at present involve (1) the search



for the necessary trap without which a pool cannot exist and (2) the search for chemical or physical traces of hydrocarbons in the soil. The first system uses a seismometer to record artificial shock waves reflected by hard underground layers of rock. These readings if interpreted properly will disclose domes or traps that might contain oil.

The second system depends upon the discovery, by chemical soil analysis, of minute traces of oil or gas that have filtered up through the earth above an oil deposit.

After a pool or field has been discovered and the first few wells drilled, the development proceeds by means of sub-surface geology. That is, each well drilled provides information which helps to locate additional wells. The nature of the formations drilled and the producing zone in particular indicate whether the field can be extended further. The oil formation gradually gets a little deeper and thinner in cross section as the limits of a pool are approached. Although dry holes invariably develop, they are reduced to a minimum by careful study of the drilling logs and more scientific drilling methods of today.

Drilling

Down in Arkansas they use the rotary method of drilling for oil. The business end of the drill is a tough steel bit which is attached to a hollow string of drill stem. Machinery at the surface rotates the bit while a huge pump circulates drilling fluid through the hollow drill stem and out of the water courses or holes in the bit and back to the surface around the outside of the drill stem. This drilling fluid or mud, as it is called, is very important. Chemicals and other materials used to maintain the mud at its proper consistency sometimes cost as much as \$100,000.00. Without the mud, the deep wells of today could not be drilled. The mud lubricates, cools and cleans the bit, and as it returns to the surface it carries the rock fragments with it that have been dug out by the bit. At the same time it plasters the wall of the hole with a mud cake. This mud cake seals off any porous formations and stabilizes the walls to prevent caving. Additives (other materials) are used to control the viscosity in order that the mud won't become too thick. Others control the weight per gallon in order to overcome any high pressure gas or oil zones that might be penetrated. These pressures would cause a blowout at the

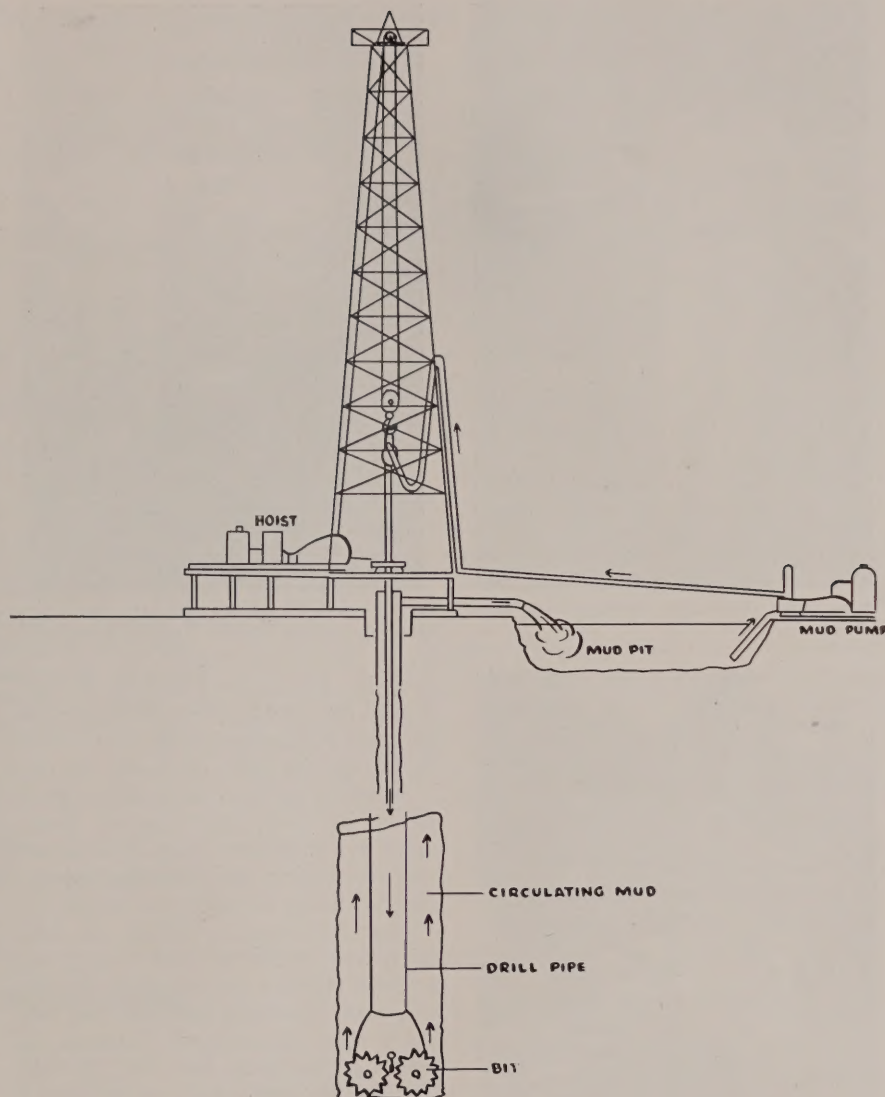


Diagram showing how a well is drilled. The enlarged diagram at the bottom shows clearly how the circulating fluid or "mud" comes down through the center of the drill pipe, out past the bits and flows upward again carrying with it the pieces of rock and earth which the bits have cut away. These settle out in the mud pit and then the fluid is pumped down into the well again. The diagram also shows the hoist for raising and lowering the drill stem. A rotary mechanism right in the center of the derrick floor turns the drill and is powered by the same machinery that operates the hoist.

surface if not controlled by the mud weight. When the mud returns to the surface it passes through screens and settling pits that remove the cuttings and condition it for its return trip down the hole.

As the bit digs deeper into the earth, additional sections of drill stem are added to the string, each one about thirty feet long. When the boys are drilling in sands, they can work fast, sometimes at the rate of five or more feet per minute. Gummy or sticky shales slow them up a little, harder rocks are still more difficult to drill in, and worst of all are some forms of chert. This flint-like rock sometimes

slows them up to two or three inches per hour!

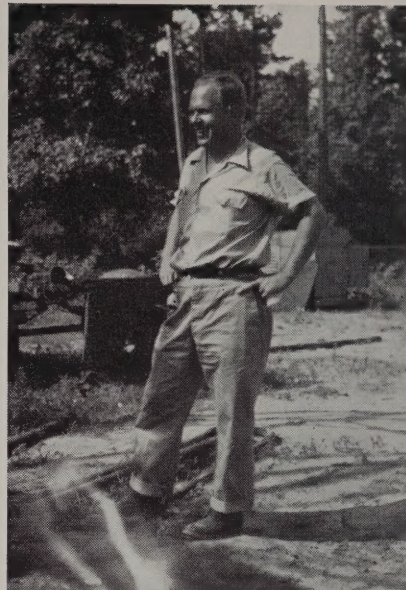
Points of interest in a drilling well are determined either by information from nearby wells already drilled, or by examination of the cuttings that are brought to the surface with the drilling mud. If there are no wells close by to give the information, then the material being brought to the surface by the circulating mud is examined closely. When something of interest is found, the drill stem is pulled from the hole and the bit replaced by a core tube about eighteen feet long. This tube has a bit at its lower end with a hollow center. The drilling, or coring, then



Roger Smith, Production Manager for Berry Asphalt Company.



Left to right: Sidney Weems, Asst. Production Foreman, and Ira Weems, Production Foreman.



Robert Kehres, Production Engineer.



Mixing and pumping cement slurry into a well. This seals the pipe against foreign matter so that the oil can be pumped freely from the bottom of the well.

continues until this hollow tube is full. Then it is pulled to the surface and examined.

Experienced oil men can tell quickly from what they find in the tube whether they are getting near a productive sand or whether they still have more digging to do. That's where the tough decision comes for the operator in an undeveloped area. Will another hundred feet find oil, or will it be just that much more dirt dug from the bottom of the hole to the slush pit? The operator generally lets his bank roll and the size of the rig decide. If he has the money, he usually keeps on drilling until the money is gone or

until he is lucky and strikes oil. Improved equipment, plus curiosity, have led some companies to dig nearly four miles into the earth in search for oil.

When a well has been drilled to a productive sand, the next step is to make it a producer. This requires setting the casing and installing equipment to bring the oil to the surface.

The drill stem is pulled out and thirty-foot joints of steel casing are screwed together and lowered into the hole until bottom is reached. This casing is about six inches in diameter. It makes a permanent wall for the hole down to the producing zone. To secure the casing in place and to seal it, a thin mixture of cement and water (a slurry) is placed between the casing and the walls of the hole. This is done by pumping the slurry into the casing and displacing it out the bottom with an equal volume of water which is pumped in behind the cement. When the water reaches the bottom it has forced all the cement up and around the casing where it is left to harden.

It's Done With a Gun

When the cement has set, the well is ready to be perforated in the producing zone so that oil can flow into the hole. This is done with a perforating gun which is lowered into the hole on a steel cable to the desired point and fired by remote control from the surface. The gun is loaded with about two dozen bullets one-half inch in diameter. These bullets penetrate the

steel casing, the cement sheath and a certain distance out into the oil formation. The oil then flows through these passages into the bore of the well.

Although many wells have sufficient bottom hole pressure to send the oil to the surface, many others require the use of a pump to bring it up. All of Berry's wells are pumped.

Many visitors to the oil fields in the Southwest mistake the tall derricks at each well for part of the pumping equipment. Actually, the derrick is there to support the steel cables that are used to raise and lower the drilling string and provide racking space to hold the joints of pipe as they are pulled out and unjointed. It is again used for a similar purpose to install the pumping equipment in the hole. The pump is not unusual; it operates like almost any piston-type pump except that the plunger rod is several thousand feet long. The rod is also in sections twenty-five feet long that are screwed together and lowered until the plunger enters the pump cylinder. The end at the surface is then attached to a steel beam that operates as a huge lever on a fulcrum. This beam is known in the oil fields as the "walking beam" of a pumping rig and "walks" at the rate of ten to thirty cycles per minute. The engine that drives all this mechanism is the one that chugs along day and night pumping oil slowly but continuously from far underground to the storage facilities on the lease.

(To be continued in September)

The Group Insurance Plan

THIS month I want to talk about our group insurance plan. As you know, our contract with the insurance company comes up for annual renewal each July. This year, following negotiations in which representatives of our unions and office employees took part, we made a major change in the administration of the plan. With this change in effect we can rightly consider the Bird group insurance program one of the most democratically administered as well as one of the most liberal plans in American industry.

What actually amounts to a partnership between management and the employees in handling the program has been set up. As far as we know, this basis of partnership and cooperation is unique in American industry. It offers us an excellent opportunity to pioneer in the administration of a fine plan that is established on a sound democratic basis.

All dividends which may accrue each year will be set aside in a fund to be shared equally by management and the employees. This fund will be used to reduce the cost of the premiums. That means the cost both to employees and to management. First, however, a credit balance of \$50,000 will be built up and kept intact against emergencies—this sum of course being jointly held by management and the employees. Management no longer is responsible for guaranteeing any increased costs of the plan. Full details will be found on page 7.

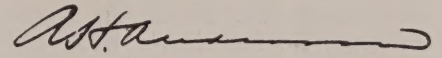
So much for the new setup. Now, it is up to all of us as beneficiaries under the plan to square away on the job of lowering the costs of our group insurance. We all know how this can be done. We want to meet every legitimate claim and meet it fairly.

But there is a tendency in insurance to let the bars down. "The insurance company can well afford to pay," is the attitude too many people take. Quite apart from the dubious moral aspects of such reasoning lies the blunt fact that it is *not* the insurance company who pays. It's you and I. If our benefits pile up beyond what they should, then inevitably our rates will increase.

As most of us know, our "experience" (as the insurance men call it) during the first year our plan was in operation was not too good. Some improvement has been noted the second year. Claims under all items except life insurance have been running higher than we had any reason to expect. This carried through June of this year but in July there was a welcome improvement in the situation.

It is up to us—to each one of us individually—to see that this July improvement continues through the fiscal year now starting. We all want to see that every employee who needs help gets it when sickness or accidents strike. But we don't want to see this protection abused. When it *is* abused it's money right out of the pockets of each one of us.

Remember that all money returned by the insurance company in the form of dividends will go toward lowering the cost of the plan—thus saving money out of the paycheck of every man and woman in the Bird family. This is a period when costs in all directions must be cut. Let's make our group insurance plan one of many cost-cutting objectives during the period ahead.


President

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of September, and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
P. R. Allen	9-15-98	Advisory	51
John Eppich	9-5-03	Retired	46
Patrick Coughlin	9-10-04	Retired	45
Antonio Paddock	9-4-05	Paper Mill	44
Michael Burke	9-22-05	Paper Mill	44
Louise McFarland	9-7-08	Office	41
John Clancy	9-7-09	No. 2 Box Shop	40
Michael Costello	9-26-09	Retired	40
Herbert Jepsen	9-3-12	Roofing Plant	37
Dominick Triventi	9-5-12	Roofing Plant	37
James Sword	9-9-15	Roofing Plant	34
Roy Packard	9-13-15	Roofing Plant	34
William Koehler	9-13-15	Advertising Display	34
William F. Sline	9-28-15	Roofing Sales	34
John J. Burke	9-29-15	General Supt., East Walpole	34
Gustaf Mauritz	9-13-16	Roofing Plant	33
John D. Hurley	9-24-17	Roofing Plant	32
Victor Burrell	9-24-17	Paper Mill	32
Mary Driscoll	9-3-18	Roofing Plant	31
Joseph M. Caspignano	9-4-18	Finishing Mill	31
Ellen Ahlman	9-20-18	Retired	31
James F. Costello	9-23-18	Maintenance	31
Arthur V. Wilson	9-30-18	Office	31
Maryann Wronski	9-3-19	Paper Mill	30
James Connors	9-8-19	Maintenance	30
Charles L. Miller	9-7-20	Flooring Plant	29
Felix Carlson	9-10-20	Roofing Plant	29
James Capaldo	9-14-20	Maintenance	29
Lyman W. Small	9-19-20	Flooring Plant	29
Ernest H. Coleman	9-20-20	Office	29
Ira C. Godling	9-2-21	Retired	28
Nelson C. Bartlett	9-6-21	Roofing Plant	28
Helen G. Costello	9-6-21	Office	28
William J. Koch	9-24-21	No. 1 Box Shop	28
Edward J. Sears	9-9-22	Roofing Plant	27

John M. Korsun	9-11-22	Roofing Plant	27
Charles Wisniewski	9-19-22	Paper Mill	27
Louis Lamperti	9-1-23	No. 1 Box Shop	26
R. A. Wilkins	9-4-23	Vice President in charge of Paper Division	26
Charles S. Mutch	9-4-23	No. 1 Box Shop	26
Vincent Lestan	9-14-23	No. 1 Box Shop	26
Anthony Ceglaski	9-17-23	Retired	26
John N. DeCosta	9-24-23	Finishing Mill	26
Anton Skinnari	9-27-23	Flooring Plant	26
Peter Taggart	9-8-24	Retired	25
Walter E. Downs	9-11-24	Maintenance	25
Everett Tripp	9-18-24	Flooring Plant	25
Salvatore Purpura	9-18-24	Flooring Plant	25
Claude T. Smith	9-20-24	No. 1 Box Shop	25
Hilton Taggart	9-30-24	Flooring Plant	25
Samuel DiFlaminio	9-22-24	Roofing Plant	25
Arthur E. Doderer	9-24-24	Paper Mill	25
R. Warren Graffam	9-29-24	Flooring Sales	25
Myles R. Towle	9-16-29	No. 2 Box Shop	20
Natalie Cordo	9-17-29	Flooring Plant	20
Dorothy R. McEleney	9-18-29	Office	20
Ludger G. St. Cyr	9-30-29	No. 2 Box Shop	20
Robert J. Preble	9-21-39	Office	10
John F. King	9-26-39	Paper Mill	10
Ramona Chicoine	9-6-44	No. 1 Box Shop	5
Robert O. Weger	9-11-44	Maintenance	5
Norma Dismard	9-12-44	No. 1 Box Shop	5
Leo E. Murphy	9-13-44	Maintenance	5
Margaret Allen	9-20-44	Flooring Plant	5
Arthur S. Lloy	9-25-44	Maintenance	5

PHILLIPSDALE

Frank L. Reed	9-30-12	Plant	37
Rose McKenna	9-16-18	Retired	31
Manuel Oliver	9-30-24	Plant	25

CHICAGO

Frances M. Syring	9-27-44	Office	5
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SHREVEPORT

George Patterson, Jr.	9-6-44	Plant	5
Charlie Webb	9-13-44	Plant	5

BERRY ASPHALT COMPANY

A. T. Van Pelt	9-22-29	Vice President	29
Wylie Malone	9-25-44	Waterloo	5

Suggestions

WHEN we reported last month a Roofing worker who had been paid 36 suggestion awards, we thought it was a pretty good record. But in July Fred Turco really hit the jackpot. The award he just received is his fifty-first! Fred has been working for Bird & Son fourteen years. In 1943 one of his ideas received top honors as the best suggestion of that year.

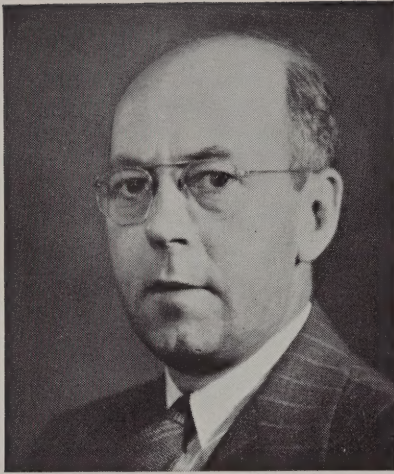
The winners in July were:

\$10.00 AWARDS

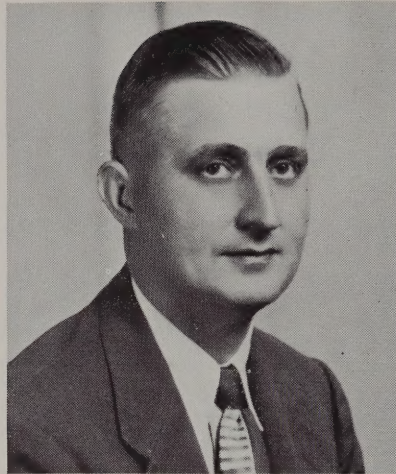
Rudolph DeMichele, FBF
Walter W. Hansen, FFP
Willard R. Jonah, FFN
John Mitchell, FXR
Mario Tomasetti, FBPM9
Richard I. Walker, FXV2

\$5.00 AWARDS

G. E. Couture, EMM
Stanley Jezulewicz, FBV
Axel Ostrom, FBPM1
Steve Tomaszewicz, FBB
Harold M. Tracy, DMT
Fred P. Turco, FBPM7
Stanley Wasiliauskas, FBPM1
Urho Wiik, FBPM7



John T. Andrews



Lawrence M. Lindblom

Changes in the Office

THERE is a new Assistant to the Purchasing Agent and a new Assistant Cost Accountant at the East Walpole offices of Bird & Son. Yet both men are well known in the company. John T. Andrews, formerly Assistant Cost Accountant, is now an Assistant to the Purchasing Agent. Lawrence M. Lindblom of Cost and more recently of Berry Asphalt Company has returned to take over Mr. Andrews' position as Assistant Cost Accountant.

John T. Andrews

John T. Andrews has been working on costs and figures for Bird & Son for many years. From the time he came here as a young clerk in 1927, he has gained experience not only in cost, but in credit and payroll as well. He was head of the East Walpole Cost Department in 1937 and since 1943 had held his position under Ernest H. Coleman, Cost Accountant. He first started in Payroll and during the nineteen thirties worked with the Bird Finance Corporation.

Mr. Andrews in his new position handles the purchase of waste paper for the East Walpole mills, buys rags for Phillipsdale felt and cleating stock for No. 1 Box Shop. He formally took up his new duties on March 15.

John Andrews grew up and went to school in West Rockport, Maine. He later went to Northeastern University, Boston, where he received his college degree.

As a citizen of Sharon — he and his

wife and fifth-grader son live in this town next to Walpole — John Andrews takes an active part in civic affairs. He ran for and was elected to the board of selectmen last year. He is also a member of the planning board, director of the Community Chest, and past president of the Sharon Rotary. Boy Scouts also claim his attention. John has been a member of the executive board of the Old Colony Council for a number of years. He is also a Mason.

Claiming few pars and fewer birdies, John Andrews does enjoy a round of golf. And like many a Bird & Son householder, he grows flowers. Flowers, he finds, can have nothing to do with the price of waste paper.

Lawrence M. Lindblom

Lawrence M. Lindblom became Assistant Cost Accountant on July 1st. His career with Bird & Son started twelve years ago when he was a clerk in the Cost Department. He had graduated from the Norwood High School and Bentley School of Accounting and worked for his father a short time before coming to us. Born during the First World War, the Second caught him up in 1943 and Larry served in the Infantry two and a half years. He was overseas in Italy.

A year after Larry Lindblom returned to his department he went to work on special cost studies. Then he was sent to the Berry Asphalt Company in Arkansas, where he was Assistant Secretary and Office Manager at Magnolia. He has very fine things to say about

the people at Berry, although he naturally enjoys being back in home territory once more.

The Lindbloms have a little girl of six and a three-year-old son. Larry gives fishing as his hobby, either fresh water or salt. In spite of his travels Larry has managed to keep his membership in one fraternal organization, the Odd Fellows.

School Days

PREPARING six-year-old Mary for school should mean more than getting her a permanent wave and a wardrobe full of dresses.

First and most important for the child about to begin school is health, says *Better Homes & Gardens* magazine. Ask the doctor to check weight, general health, eyes, ears, teeth, throat, kidneys and feet. Have any suggested corrections made as quickly as possible.

A fat child, who can't run and play like the others, may compensate by pushing and pinching. Other children won't care much for him. A thin child may be a whiz of a student. But he may tire easily and be disagreeable because of it.

The cost of checking a child's hearing will be small compared to the cost of correction later, or that of failure from not hearing what goes on.

After health, the question of attitude toward school should be considered. If you want your youngster to like school, give him the opportunity of playing with other children before he starts. Encourage him to look forward to his school days with pleasure.

Here is what to teach him:

Teach him to speak plainly. He should know his full name and address and his age. Teach him to work and to play with a thought of safety for himself and others. Teach him neatness — to pick up his clothes and put his toys away.

Try to plant a spark of love in him for all that is good and beautiful — colors, flowers, birds, trees and music. Teach him to like books. Enjoy good books with him.

Perhaps you are wondering if you should try to teach him such things as the ABC's or counting — or how to read a little or how to write. Teachers advise that you leave that for the school.

If your child is normal and you give him an even break, you can say without misgiving: "Teacher, here he comes. See what you can do with him."



Albert Procaccini

Procaccini Heads New Flooring Dept.

ALBERT PROCACCINI, President of the Norwood Floor Covering Union, Local #1384, for the past four years, became a foreman at his plant on July 25. On that date Mr. Procaccini resigned his union office and Howard Johnson, Vice President, took over as Acting President. Al Procaccini is now head of Roll Goods Finishing (FFF), recently made a new department separate from the Rug Finishing Department (FFR). He brings to his new job both executive experience and knowledge of his work.

Starting here in 1937, Al worked for eight months and then was laid off. These were depression years and things were slow. Because of his good record he was called back in 1938. In 1939 began his continuous employment in the Flooring Finishing Department. Here he has worked in various spots in this department. He started as helper, has worked on the tube machine, and since last August has been an Assistant Rug Inspector.

Albert Procaccini is a Walpole boy, graduated from its high school and studied accounting at Burdett Business College. Before coming to Bird & Son he had worked at Kendall Mills and as a bookkeeper in Boston. Besides being active in the plant union, Al is a member and past president of the Walpole Italian-American Society.

The new foreman says he hasn't had time for hobbies, what with three small children, two boys and a girl, although he is a sports enthusiast. During his vacation this summer you couldn't find him at home on East Street, even

Insurance Plan Changes

DISCUSSIONS conducted in, but not affected by, all the July heat resulted in three major changes in the new group insurance contract which covers the period from July 20, 1949 to July 20, 1950. These discussions were attended by members of the Group Insurance Committee and additional union and management representatives. The following changes were recommended and accepted in these meetings and were later given final approval by the Bird & Son Executive Committee:

1. Payments to the hospital for members and their dependents have been increased from \$7.00 to \$7.50 per day for board and room.
2. All hourly paid workers earning \$3,000 a year or more in base pay will be covered by a \$3,000 insurance policy the same as all office workers whose annual salary is \$3,000 or more. Annual base pay means the worker's hourly rate times 2080.
3. A separate and new accounting procedure for handling the insurance program is being set up.

How It Works

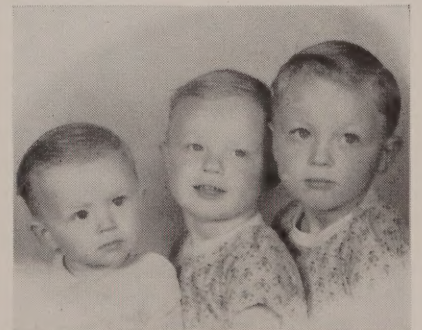
This is the first year that a dividend is expected to be paid. Last year, because of the heavy expense in starting the new insurance, there was not only no dividend but actually some additional expense of nearly \$900 which was paid by Bird & Son. Because of the dividend expected this year, the employees' committee made the request that this dividend money be earmarked for some special use later on. The management pointed out that in setting up the program, Bird & Son had agreed to the additional expense (about \$75,000 annually as compared with \$25,000 - \$30,000 annually under the old E.M.B.A. Plan) with the distinct understanding that the dividend would be paid back to the company. The new procedure provides that a separate set of books will be kept for the insurance

program. These books will go back to the original date of the new plan, July 20, 1947. The account will be credited each year with the \$75,000 Bird & Son agreed to pay annually when the plan was first started in July, 1947. It will also be credited with all the extra funds Bird & Son agreed to contribute annually to provide the extra protection as requested and granted in negotiations.

The account will be charged each year with Bird & Son's share of the gross premium and also charged with any deficit or credited with any dividend payable at the end of each year in the future. The remaining dividends, if any, will be left to accumulate in the account until there is a credit balance of \$50,000. This \$50,000 will belong to both the company and the employees — \$25,000 for the company, \$25,000 for the employees — and will be held as a reserve account for the protection of the plan.

After that, any additional dividend accumulated in the account will also be owned on a share and share alike basis, half by the company and half by the employees, and will be used to reduce the cost of the premiums (to the company and to the employees).

At no time can the fund be used for any purpose except the reduction of premiums. Any changes in benefits in the future must be negotiated just as they have been, and arrangements made for paying for the cost of such benefits outside the new insurance account. It was also agreed during the negotiations that under this new set-up management is relieved of guaranteeing any increased cost of the plan.



Bill Sundquist, granddad of these three fine boys—he works at the Printing Department—is justly proud of these children. Left to right, we have Carl, age 2; Kenneth, age 3; and Van, age 4. Their dad, Carl, used to work at the Roofing Plant before the war.

though he did not go away. He was up on High Plain Street working on the new house he is building.



1949 Bird & Son Baseball Team. Front, l. to r.: Cliff Harrison, Mike Campisano, "Varnish" Miloszewski, John Phelan, "Butch" Songin, Russell MacDonald and John Glebus, Manager. Back, l. to r.: Richard Sprague, scorekeeper, Stan Kelliher, Tom Gugliotta, Jack Moylan, Jim Moylan, Jack Murphy, Mario Presentato, and Joe Carchedi. Picture was taken by Rudolph Koski, proprietor of Koski's Camps, Ashburnham, where the team stayed during the tournament.

Runners-Up in State Tournament

By JOHN GLEBUS, Chairman

THE 1949 Bird & Son baseball team climbed to the finals of the Massachusetts Semi-Pro Baseball Tournament, only to fall down with a heart-breaking 6 to 1 loss to the Sons of Italy of Lee.

The first game of the state tournament held at Gardner was played on July 16 against the Ipswich Agawam Chiefs. This was the team which won last year's tournament and took the trip out to Wichita, Kansas, for the National Semi-Pro championship. Score: Bird & Son, 5; Agawam Chiefs, 0.

The second game, July 23, was a 4 to 0 shut-out against the Taunton American Legion team. We were doing fine — so far.

On the final day, July 24, we faced the Sons of Italy team from Lee. Maybe so much at stake made the boys excited. Far-away places — like Wichita, Kansas — beckoned. But it was not to be. Our three errors early in the game resulted in scoring for the other side. The final tally — Sons of Italy, 6; Bird & Son, 1.

In spite of the fact that the Bird & Son team was playing away from home territory, we were well received by the people of the host city of Gardner. The State Commissioner of Semi-Pro baseball, Bill McMullen, also spoke well of the Bird team. We have had an invitation to enter the Holyoke Semi-Pro Tournament at Holyoke the last of August. To date our entry is pending.

Following are the scoreboards at the state championship games:

First Game

BIRD & SON

	AB	R	H
J. Carchedi, ss	5	0	0
M. Campisano, 3b	4	1	1
V. Miloszewski, rf	4	1	2
B. Songin, lf	3	1	1
J. Murphy, c	3	2	2
C. Harrison, 2b	4	0	1
Jack Moylan, 1b	4	0	2
Jim Moylan, cf	2	0	0
M. Presentato, p	4	0	1
S. Kelliher, cf	2	0	0
	35	5	10

IPSWICH AGAWAM CHIEFS

	AB	R	H
J. MacKay, 3b	4	0	3
Pagnio, lf	4	0	1
Penfield, ss	3	0	0
Bialek, 2b	4	0	0
Beniroski, 1b	4	0	0
Realy, rf	3	0	0
Refrey, cf	3	0	0
Burke, c	2	0	0
Jadul, p	3	0	0
	30	0	4

Runs by innings: one run in 1st, 2nd, 6th, two in 8th, all by Bird.

Strikeouts: Presentato, 7; Jadul, 3.

Second Game

BIRD & SON

	AB	R	H
M. Campisano, 3b	3	0	1
C. Harrison, cf	5	0	2
V. Miloszewski, rf	5	0	1
B. Songin, lf	4	0	0
J. Murphy, c	2	1	1
Jack Moylan, 1b	2	1	0
J. Phelan, 2b	3	1	0
J. Carchedi, ss	2	1	2
T. Gugliotta, p	3	0	2
	29	4	9

TAUNTON AMERICAN LEGION

	AB	R	H
Zurawell, ss	5	0	1
McCormick, 2b	4	0	0
Viera, c	5	0	0
Donahue, 1b	4	0	2
Childs, 3b	3	0	0
T. Walsh, cf	4	0	1
Heber, lf	4	0	0
LeVasseur, rf	4	0	0
J. Walsh, p	4	0	2

37 0 6

Runs by innings: two in 2nd, two in 5th, all by Bird.

Strikeouts: Gugliotta, 5; Walsh, 3.

And Out

BIRD & SON

	AB	R	H
M. Campisano, 3b	4	0	0
C. Harrison, cf	4	0	0
V. Miloszewski, rf	4	0	0
B. Songin, lf	4	0	1
J. Murphy, c	2	1	1
Jack Moylan, 1b	3	0	1
J. Phelan, 2b	3	0	2
J. Carchedi, ss	4	0	0
M. Presentato, p	4	0	1

32 1 6

LEE SONS OF ITALY

	AB	R	H
J. Giarolo, ss	5	1	3
N. Potter, 2b	3	0	0
M. Walker, 1b	5	0	0
J. Coco, lf	5	0	0
J. Basanait, cf	3	1	2
T. Giarolo, c	4	1	1
S. Brasin, rf	4	2	1
R. Walker, 3b	4	1	0
J. Gaherty, p	4	0	1

37 6 8

Runs by innings: Bird, one in 9th; Sons of Italy, three in 2nd, two in 3rd and one in 9th.

Strikeouts: Presentato, 5; Gaherty, 4.

The team wishes to thank the management, especially Mr. Creighton Hill, for the splendid interest and cooperation during this out-of-town play.

It Really Happened

A man walked out into a Chicago street to try to flag a cab. He heard a small voice say scoldingly: "You should know better than to walk in the street like that!"

Hastily the man stepped back to the curb and apologized for his negligence to 7-year-old Barbara Schmit. Barbara is very safety-minded because her little cousin was killed as he ran into the street. The man introduced himself—Ned Dearborn, President of the National Safety Council. And he thanked Barbara for reminding him that an accident can happen to anybody anytime he slips just a little bit on the safety rules.

—G.E. News, 7-22-49



Bill Gordon, who retired from the Norwood Roofing Plant last year, sends greetings to all his old friends at Bird & Son. He and Mrs. Gordon were delighted to have Mr. and Mrs. Frank Reynolds, during a recent vacation trip, call on them at Warner, N. H. Frank reports that Mrs. Gordon had not been feeling too well, but that Bill was fine and had been busy making some major improvements about the house. They hope more of their Bird & Son friends will call on them before the summer is over.

Glee Club to Start Early This Fall

DO you harmonize at home with radio crooners? Do you sing in the bath tub?

Remember the male chorus we used to have? Wish we had a chorus now?

We are going to have a glee club, starting in September. Very soon a notice will go out for everyone in the Massachusetts plants who is interested to sign up. Sponsored by the Bird Club, the chorus will be open to both men and women. Already so many people have indicated their interest that a committee has been chosen, music discussed and a concert planned in December.

Leonard Weaver of the Roofing Lab, who has had experience in choral work, is the director, with Elsie Bowden of Billing as accompanist. Officers include Chester Porter, Industrial Engineering, chairman, and Pauline Ransow, Treasurer's Department, secretary.

Nothing too difficult in the way of music will be chosen for this new group. The committee, for example,

has been considering such numbers as selections from "Porgy and Bess" and "Carousel", and Negro spirituals. You don't have to be a member of your church choir to come and sing. You only have to be able to make semi-melodious noises and follow a tune. Even ability to read music is not a necessity.

The glee club is very firm about one thing, however. You've got to come to rehearsals. Rehearsals will be one night a week and you are expected to attend. The reason for this insistence on regular attendance lies in the fact that every choral group works toward a public performance. If there's going to be a concert, everybody should know when to come in on the down beat and when to hold off, to say nothing of the finer points.

The director, Len Weaver, has a word for those men who indicated a preference for a straight men's chorus:

"We realize that some of the men do not care for a mixed choral organization, but we can't neglect the ladies. Also, singing music written for mixed voices gives a choice of musical selections and a flexibility of singing unobtainable in men's voices alone. To satisfy the demand for all-male singing, we can include in our concert some numbers by men's voices, provided we have a big enough men's section."

Keep on the lookout for notice of when to sign up. And come on out and SING!



The former Dorothy Walsh made a very pretty bride on her wedding day, June 18. Here is Dot with her equally good looking husband, Fred Mattson, just after the ceremony at St. Catherine's Church, Norwood. They are living in Walpole in a new house which they bought. Mrs. Mattson is back at her desk in Carton Sales, while Mr. Mattson is employed at Sansone Motors, Norwood.

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
HARRIET PHALEN
MARJORIE PYNE
DOROTHY McEENEY
JULIA LEWIS

We extend a hearty welcome to Sally Davenport, Donald Dyer and Gordon Anderson, latest additions to the Mail Room.

Also welcomed in the Main Office building are June Crean and Eleanor Johnson.

The most rabid Bums rooter was never more loyal to his team than our Dorothy McEneeny to the Boston Braves. When they are winning, Dot has a sparkle in her eye. When they lose, she may be crushed, but her heart is still Brave. Last game she went to, Sally Lambert went along. If Sally didn't know before, now she knows what it's like to sit through a game with a real fan.

Bob Preble has put away his gold leaves again after a two weeks' tour of duty at Camp Edwards with the Mass. National Guard.

Pauline and Hilda have a new car,
It rides so smoothly
With never a jar . . .

And the Rafuse girls really appreciate their 1949 ice-green Chevvie. Their old '39 model didn't owe them a nickel and was starting to collect from them at an alarming rate.

J. R. Anderson is back at his desk after part of his vacation. Bob was at the beach.

Alice Hennessey and her husband toured Maine and New Hampshire on their vacation. Then they topped it off by moving to their new home on Massachusetts Avenue, Walpole.

Marion Tolman knew how to pick her vacation time. It sure was hot here while you were away golfing.

Connie Blake came back with a fine tan

after her vacation in Maine. Good fishing there this summer, we understand.

The Cape—Cape Cod, that is—holds an endless attraction for vacationers. Among those who have been there recently are Peg Owens, Christine Burke, and Mary Nicastro.

Anne Kelliher and Helen Curran went to Lake Maranacook, Maine, twenty miles north of Augusta, where they fished and "gained weight mostly," they said.

Visitors to Swift's Beach included Mimi Wallace, Agnes Koslowski and Alice Holmes.

We are very glad to see Anne White back with us again.

Julia Smith was lucky at last. She hit the D.A.V. pool last month for a thousand smackers! Now she can well say, "Miami, here I come for the VFW National Encampment."

Florence MacDonald has gone visiting to Maine and Prince Edward Island, where she has relatives—lucky girl.

Kay O'Brien was given a nice send-off the day she left Cost Accounting to be a full-time housewife. The girls of her department took her out to lunch at Vega's. On her return she found her desk bedecked with a corsage and a pair of lovely white boudoir lamps. Other gifts from her many friends were also stacked beside her desk that last afternoon. We all wish her good luck.

Review correspondent Louisa Graham spent a week at popular Hyannis on the Cape.

By this time the list of vacationers is pretty long. Here are a few more: Lillian Gianetti, Mary Blazonis, Phyllis Coffin, Jean Cronin, Gertrude MacDonald, Frank Larabee, Betty and Mary Zinni.

W. G. MacIvor and family were down at Bailey's Island, Maine.

PAPER MILLS

THOMAS FLOOD
EDWARD GERAGHTY
FRANK NYBORN
GEORGE LAMORE
EDWARD WISNIEWSKI
EDWARD POWER
PETER GLEBUS
DOMENIC MCKENZIE
JACK HOLLIDAY
CAROLYN DELANEY
NINETTE PETRONI

Bill Cusumano is enjoying his new summer home in Alton Bay, New Hampshire.

Welcome to Jean Piezonka, who is working in the Planning Department.

Vacations: Pete Connolly to Plymouth, Earle Davis to Centerville and Les Tarbell to Mattapoisett.

Of all things, Nellie Patinsky wrote from West Palm Beach, Florida, that she escaped the heat!

Perley Mudgett and family spent the week of the Fourth "down home" near Bangor, Maine.

At this writing Pietro Cisternelli is home from the hospital after an operation.

Albert Gilmore went to Maine for his vacation.

Ken Rouillard broke in his new Chevrolet Sedan on a trip to New York City.

Ted Knaus has been passing out cigars—his wife honored him with a baby daughter.

Alec McDonald, Bill Doyle and Arthur Lloy have all been sick. We hope to see them all back soon.

Tom Flood and his wife were at Pine-wood Village at West Harwich for their vacation.

Fred Coleman is sporting a new Chevrolet sport coupe. His first trip in it took him to Canada and back by way of Niagara Falls and home.



Down at Harwichport for the week-end, girls from the Office are: Fran Ivatts Buccilli, Mary McDonagh, Annabel Cobb Smith, Jessie Cobb Brown (sister to Annabel), Loretta Ekholm, Jean Feeley and Mary Moylan. They are sitting outside Velma Cobb's cottage, a Walpole Woodworkers product, which was put up in a day and a half last August.



Velma Cobb, dressed less formally than she is seen at her job at the Credit Union, holds up her catch taken from Cape waters.



Marge Ross of No. 1 Box Shop shows off her pride and joy, this handsome German Boxer, Phibsie.

NO. 1 BOX SHOP

JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEW

LORRAINE OLSON
EDWARD PADUCK
HENRY JOHNSON

Michael Verderber, who retired a year ago in July, dropped in at the Personnel Office to say hello to Bird & Son again.

Bill Downing certainly gets around. First he was in Chicago and the next thing we knew he was out in the Rockies.

We are glad to hear that Charlie Haak's wife has recovered so well from her operation at the Norwood Hospital.

Julia Notarangelo and Catherine "Gully" Bellew have been spending many a Saturday at Nantasket. Still with pains of sunburn they keep going back for more.



This rugged little chunk of humanity is the pride and joy of Henry De Flaminio, Stock Handling at East Walpole. The young man's name is Santine Henry DeFlaminio and he is twenty months old.

If you have been walking or driving by Walpole High School evenings this summer you may have seen Frances Penza taking her driving lessons.

Frances (Golding) Hall, who used to work at Corrugated, spent a few days with Frances Penza at Nantasket.

Frank Hemmer is now sporting a beautiful green DeSoto.

Claude Smith and his wife drove with another couple to Key West, Florida, during two weeks in July. Claude was interested in the long bridges that connect Miami with Key West, a hundred miles beyond the mainland. They also stopped at famous Silver Springs on their way back.

A miscellaneous bridal shower was given to Gloria Lightowler by the girls on her shift, at the home of Lorraine Olson.

Harold Higgins vacationed at Old Orchard Beach, Maine, for a week.

Frank Montisano traveled to New York and New Hampshire on his vacation.

NO. 2 BOX SHOP

ELNA GOTTBERG
A. D. SMITH

JOHN McGRATH
BERTA KUGEL

BARBARA COYNE

John Geraghty spent an enjoyable week of his vacation at Bailey's Island off Portland, Maine.

Mr. and Mrs. Leo Levitre are the happy parents of a 7 lb., 14 oz. boy named Robert. Mrs. Levitre is the former Carolyn Cook of Shoe Carton Sales.

We wish to express our sincere sympathy to Leslie Hall in the recent death of his wife.

The marriage of Lena Flood's daughter Dorothy to John George of East Braintree took place Saturday, July 23. Congratulations and best wishes to Lena's daughter and her new son-in-law.

Among those who now have their vacations behind them are: Delia O'Donnell, Evelyn Baldof, Mary Thomas, Josephine Rose, Stella Pask, Anne Sckunes, John Wilkes, Larry Doane, Charles Sabonis, and Clem Kaseter.

Joseph "Buff" Cornelia spent his vacation touring New York State and Canada in his new Pontiac.

Gertrude Jalkanen spent her vacation in New York and on Martha's Vineyard.

John Curran recently returned from his three-week visit to Galway, Ireland. He flew both ways and had a nice visit with his father, whom he hadn't seen for fourteen years. The entire trip by air took twenty-six hours, thirteen hours each way. It was a novelty, to say the least, for John, since he had never flown before.

George Chapman spent most of his time off at the White Mountains, as did Myles Towle.

Tony Montisano went to Swift's Beach, Provincetown and Winnepesaukee.

Mary Cofsky spent her vacation at Newburyport. Here at the shop she has taken over Minnie Sline's job on tags, following Minnie's retirement last month.

Glad to see Roy Webber back to work after being out with a broken toe.

Raining Cokes

The Union had just installed a coke machine in No. 2 Box Shop. Someone put in a nickel. A coke bottle popped out. And another. And another. The thing rained coke bottles. Sammy Purpura, who was nearby, grabbed them as they came. Before he knew it he had two cases of cokes. But the cokes didn't stay in the cases long. Manna from heaven is free and this was manna. Everybody helped himself. Then Amos Dixon, the foreman, holstered, "Somebody unplug the machine!"

When the excitement was over one case of cokes had been consumed and all but two bottles from the second. Who was to pay? The machine gave them away, didn't it? The Union Steward was asked to settle the dilemma. With the wisdom of Solomon he merely said, "Well, you've got to return the bottles."

Edgar Bigelow has changed from a Chevrolet to a Buick.

Reza Cote expects to move into his new home on Adams Street this month.

Congratulations to Stella Pask on being a grandmother for the second time.

John Wilkes has his forty-first anniversary at Bird & Son this month. Mary Brady, Stella Pask and Lena Flood have all reached the five-year mark.

Joe Lipinsky is now driving a 1948 Chevrolet — some difference from the old car!

Catherine Brady and Bill Doucette both vacationed at home.

We wish Edna MacCallum a speedy recovery from her arm injury which she suffered in a fall several weeks ago.

Roy Hayes was at the beach on his vacation, and George Docar took in the salt air at White Horse Beach.

Charles Ricker took a trip to Canada to see his mother.

Two of our men have recently bought camps, Joe Ralkavich at Reading and George Chapman at Foxboro Lake.

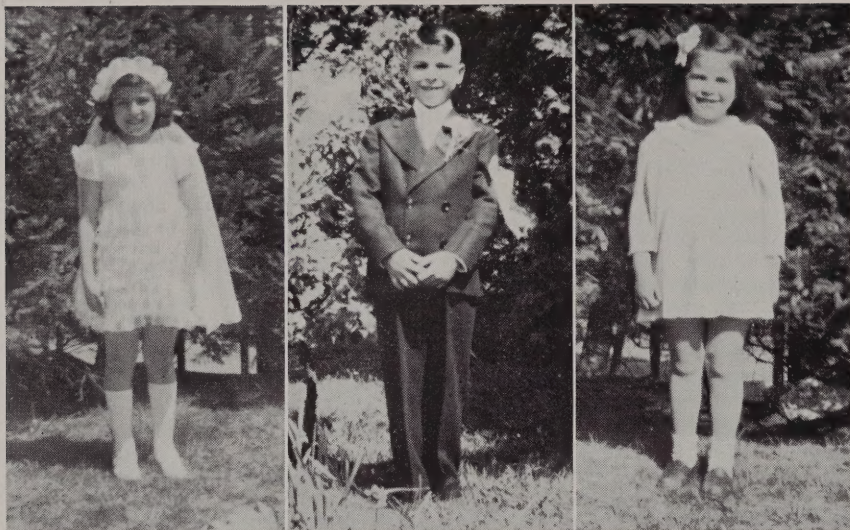
ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

Because of their perseverance and diligence, the foremen of the Roofing Mill awoke one day last month to find themselves in a greatly elevated position. They are now two flights higher than in the old days before the new building was erected. They now have most elegant quarters — light, airy and plenty of room.

Dick Barrett of Connecticut has been spending the last several weeks here going through the salesmen's training course. One week-end recently Dick damaged his car in an accident, but fortunately remained unscathed himself.



Marie, Joseph and Perina — Mary Franciosi's three young children. Marie, age 10, left, proudly wears her first communion dress. In the middle is Joseph, 8, in Sunday best, complete with a flower in his buttonhole. Right: Six-year-old Perina looks like a very lovable baby sister. Mrs. Franciosi works in the Corrugated Department of No. 1 Box Shop.



The week-end of June 11th and 12th was a busy one for John Kalis and his family. On Saturday, June 11th, John's brother, Stanley, married Dorothy Earle, daughter of Norwood's Fire Chief, and the next day the family attended the wedding of a cousin, Anthony Piazis of Dorchester, who incidentally provided the music for the Kalis-Earle ceremony. John was best man for his brother, and another cousin, the Rev. Walter Prazauskas, performed the ceremony. Above, left to right, are Mr. and Mrs. Alonzo Earle, Ruth Curran, maid of honor, Mr. and Mrs. Stanley Kalis, bride and groom, and John Kalis, best man. John works at the East Walpole Boiler Room.

We received a postcard view of Naples Harbor from Pierino Palazzi, who is at present visiting relatives in Sunny Italy.

Len Weaver and family spent their vacation at Lake Conway, N. H.

We welcome the following men to the Shipping Department — some are new and some have been with us before: Clinton Hanscom, Jr., Henry Ravinski, Frank Stanton, Joseph F. Purpura, Ralph Williams, Phil DeRose, James Becker, Ed Murphy, Jr., Tim Curtin, Jr., James O'Toole and Ken Ahearn.

Ed Mucinskas is now a married man, having taken as his bride Bertha Parker of Sharon, on July 2nd. Our best wishes to the happy couple.

Casualties of the baseball season: Mike Benedetti and Frank Malacinski were both laid up with arm and shoulder injuries.

Jim Weir's eleven-year-old son was doing a Tarzan routine when he took a tumble from a tree at the local playground. He had to be taken to the Norwood Hospital, where observation disclosed no broken bones, fortunately, but plenty of bruises.

Another one of our number is undertaking to lick the housing shortage single-handed. John Sigmund is building in North Walpole and the house promises to be a very fine one, or John is no carpenter.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY
RICHARD ELLIS
JAMES CONNOLLY
CHARLES COBB

DOROTHY HAWES
CLARENCE PHILLIPS
JOHN GROVER
RUSSELL RICHALL
CHARLES NOVICK

Hugh Boulter spent his vacation in Nova Scotia.

After spending a fruitful week in quest of the elusive blueberry up at Cedar Swamp, Matty Connolly was just itching to get to Saco, Maine, where he could spend a peaceful week taking care of those mosquito bites and sumac poisoning.

Ralph Nutter has joined the Stockroom staff. He formerly was in the Rug Border Department.

Marion Cochrane, formerly a Plant Nurse, became the proud mother of a son, James Theodore Cochrane, Jr., on June 22nd at Milford Hospital. Teddy, reports a friend, has dark hair, blue eyes, yells like a Comanche Indian and in July already weighed 11¼ lbs.

By the time this is in print, we hope to see George Wood and Jim Murray back from their extended illnesses.

The hot weather did it. For the first time in years Tom Durkin has been going around the mill without his hat.

Arthur Wise went to Prince Edward Island for his vacation.

Frank Kissell has been putting the finishing touches on his new home on Moose Hill Road, East Walpole.

Luigi Carpentiero, Philip Muehlberger, Les Fillmore, Peter Deptula and Benny Muchyn all elected to enjoy the luxury of staying at home during their vacations.

Charles Harukewicz went out West to a Dude Ranch for his vacation.

BOSTON AND POINTS NORTH always sounds like a good direction in the summer. James Carr followed the signs to Nova Scotia, Harvey Hayward to New Brunswick, Andy Malacaria to York Beach, Me., Louis Rota to Montreal, Joe Stepanovich to Hampton Beach, N. H., and Al Vietze to Vermont.

Bruce Grindle, Pete Corsini and Frank DiCicco all "did" the Cape this summer.

Joe Rukstalis recently passed out the cigars celebrating the birth of a son.

Frank Clem has long followed the tennis racket. He is looking forward to being an on-the-spot witness at the National Doubles Tournament this month at the Longwood Cricket Club in Brookline.

Mike O'Leary and Francis Gotovich are still speaking with French accents after their vacation in Québec.

Al Trask went down East to Maine and Clare Hayman, farther down to Nova Scotia.

Lake Bomoseen, Vermont, was the spot chosen for vacations by Bob Lawrie, Joe Sexton and Charles "Duke" Geraghty.

Serafim Branco spent part of his time in New York State and part at the beach at Nantasket. Joe Lingo was down at Nantasket too.

You would have had no trouble finding Tom Rogers during his vacation if you knew his favorite outdoor sport. Yes, he was at the Walpole Country Club following the ancient and honored game of golf.

We hope Sam Kelley had a whale of a time on that old whaling island of Nantucket.

Louis Cercone spent his vacation on Cape Cod — at Camp Edwards, that is. Nothing like the great outdoors . . . (or the National Guard!).

Walter Hansen crossed the Mississippi River and went as far West as Iowa. Joe Sastavickas was at Plymouth, Elton Hamilton at his cottage on Cape Cod, and William (Jack) Anderson was also on the Cape, at Falmouth.

Joe Bilotta visited Syracuse, New York, on his vacation.

John O'Donnell went to Indian Valley.

F. P. Reynolds sends the Review this note about Jesse Ghen: "I dropped in to see Jesse Ghen at his home at Lockmere, N. H., about two miles out of Laconia on Route 3 between Tilton and Laconia. Jesse is still

enjoying his fishing and has a very excellent garden from which he sells flowers and vegetables to local summer people. Jesse appeared to be in good health with the possible exception of some aches in his back. If I had such a large and well cared for garden to show for it, I think I would have pains in my back, too."

Glenwood Gossip

By ROBERT STEWART

Hurcil Cowart, our General Foreman, recently returned from a week's vacation. He reported the fishing as being rather poor. Most of his bites came from chiggers and mosquitoes.

Argus Dutton recently became a Ford man. He traded his Buick in on a six-cylinder Ford pick-up. It is a common occurrence here for fellow employees to kid each other about their automobile dealings. Argus had a reply ready for the boys who joshed him: "If I should bring golden ear-rings to work you fellows would find something wrong with them."

Jesse Johnson is having considerable trouble keeping dogs. It all started a few weeks ago when he accidentally backed his truck over his dog and killed it. He wanted another dog so he picked up one that had been staying here at the plant. This dog seemed not to like Jesse's good intentions of providing him with a home, for the first thing he did was chew up the set of plow lines he was tied with. After that Jesse put the dog in the smoke house. From here the dog escaped by digging under the side. No one knows what finally became of the dog. At this writing he has not showed up back at the plant.



Didick did it. Peter Didick has just completed a two-year machinist course nights at the Massachusetts Trades School—some stunt for a married man working full time every day here in Norwood. Didick has been taking the course in connection with his on-the-job training as Mill Maintenance Mechanic and intends to continue school this fall. He figures going to school nights is worth it in greater knowledge acquired for his job—if you can take it!

American Society for Testing Materials

ORGANIZED
1898



INCORPORATED
1902

In recognition and appreciation of
Forty Years

of continuous membership in the Society
this Certificate is awarded to

Bird and Son, Inc.

By action of the Executive Committee
June 28, 1949

C. Lamma Warrick *Richard L. Fumplin*
Secretary *President*

Forty Years' Participation

BIRD & SON was one of seventeen companies to receive special recognition at the annual meeting of the American Society of Testing Materials held recently at Atlantic City. The certificate shown here was presented to Chief Chemist Stanley Sallie in recognition and appreciation of the fact that Bird & Son had participated actively for forty years in the work of this society. To carry out its work, the society is organized into many committees, each of which functions to develop its own tests and standards. Mr. Sallie, Bird & Son's Roofing Division representative, serves on the committee for bituminous waterproofing materials. This committee writes up quality specifications for the products that come within its field. Meetings are held quarterly for this purpose. Following this, various individuals on the committee are assigned to develop suitable tests which will prove that the quality specifications are being met. Sometimes a great amount of experimentation is necessary before the right test is found. Every test must be as foolproof and as simple as possible and must have the approval of the entire committee before being adopted.

On the committee are manufacturers like ourselves, consumer representatives, and others who may be neither direct consumers nor manufacturers but

who have a general interest in and knowledge of the subject.

Hermon Barker represents Bird & Son on the Paper and Paper Products committee. A new committee on tests and quality specifications for floor covering materials is now being formed and will soon have a representative from our Flooring Division on it. Hundreds of similar committees cover almost every type of product and manufacturing process, such as steel, textiles and chemicals, to name only a few.

Over the years the work of this society has become so well known and so reliable that in many cases federal government specifications for various materials are developed directly from the society's experiments and conclusions.

Bird & Son's interest, naturally, lies chiefly in the field of asphalt roofing products. Over the years, we have contributed our share to developing quality products and adequate tests to protect that quality. It is for this work that the company received recognition at the annual meeting at Atlantic City last month.

For Sale

One 3 Burner Cabinet Perfection Oil Cook Stove. See F. R. Meyer, FXP

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

In the Industrial League

Full Schedule in Month of August

INDUSTRIAL League activities slowed down considerably in July due to vacations and the hot weather. No games were played during the first two weeks of July and only a few during the third week. Full resumption of the schedules is expected in August.

All Bird teams are still in the top divisions of the league and they all believe they have a good chance to end on top. Howie Inman, however, is having his troubles with the softball team as he has already knocked out three catchers, and Les Tarbell suddenly left town when he was given the job. The golf competition is getting very keen as any nine-hole score over 40 is not apt to win.

The standing of the teams as of July 21 was as follows:

Golf League

	Won	Lost
Glenlyon	46½	13½
C & A	40	20
Tidewater	37	23
Bird	32½	27½
Green	31½	32½
Kennecott	22½	31½
M & A	19½	34½
Socony	10	50

Softball League

	Won	Lost
Glenlyon	6	1
Socony	5	2
Bird	5	3
Mason	4	4
Tidewater	4	4
Rumford	2	6
McLean	1	7

Horseshoe League

	Won	Lost
Socony	14	1
Bird	11	3
Mason	7	6
Green	8	8
Mobiloil	7	8
Rumford	5	8
Glenlyon	2	8

New Members for Safety Committees

NEW department safety committees have been appointed at Phillipsdale for the last six months of 1949. The men on these committees are trying to make your work safer. If you have any ideas on safety, let them have them.

DPH

Joaquim Ferreira
Albert G. Farrell
Peter Tereaska

DPB

Charles J. McLaughlin
Joao Gomes

DPC

Joseph Borges
Albert Hamel
Antone Hipolito

DPIF

Henry Dutra
Michael Pella
Albert J. Dyson

DPT

Frank Alves
John P. Harrington
Francis E. Hall

DPR-E

Arthur Trudell
Arthur H. Turner
Russell L. Medbury

DPV

John Raposa
Antonio Dias

PPL

Joseph S. Simkevich
Robert T. Crowley
Edmond J. Godin

DPX

Sven G. Mollerberg
Manuel S. Stanzione
Antonio C. Pimental

DPI

Edgar C. Vatcher
Charles P. Hoard
Clements Justynski

DPM

Benjamin S. Pino
Timothy J. Harrington
Joseph S. Far'a

Phillipsdale Notes

Dudley Perry's son is spending two weeks with the Marine Reserve at Quantico, Va.

Two of our men have had recent experiences with fires but were fortunate in not suffering too great a loss. Charlie Sinnott had a little fire in his car for which the fire department was called. Giovanni Olivieri had a fire in his boat while fishing off Prudence Island. He promptly took care of it himself — by tipping the boat over.

That heavily bejeweled family walking down the street is Herb Chamberlain with his wife and niece displaying the prizes which Herb and niece Karen recently won in a local jewelry store contest.

We were glad to see Jack Mello back on a visit to the mill.

It is reported that Joe Queenan was selling tickets at the Shrine Circus this last week. No comment!

Manuel Perry tells us he had a sad experience with his new teeth because of a re-



Fetching in her junior high graduation dress is Joyce, daughter of Phillipsdale's Gus Mollerberg.



Gus Mollerberg's ten-year-old son, Ronald, is fast becoming an accomplished musician. Gus works in the Phillipsdale Wood Department.

cent collision. He tells us everything is all right now, however.

Alec Matonis, Manuel Paiva and Ray Nolan are experimenting with crew haircuts this summer. This works out all right with Manny and Ray but the barber sure did a tough job on Curly Matonis.

Armond Giberson is quite proud of his new Nash, but he hasn't yet got used to driving it into his garage without feeling a little nervous about the sides.

August Enos and Russell Medbury each are sporting new cars.

With the mill closed down the first week in July, we have had a great many vacation stories. Tony Dias made a flying trip to the West Coast to visit his daughter. Ed Roy started driving in that direction, in-

tending to go at least as far as the Rockies. Ray Chappell was on his way to visit Yellowstone. Bob Blake made a trip to Virginia. Lucien Alix went to Pennsylvania and Ohio, and Paul Hamel went to Maine. Farmer Rochford had the vacation of them all, however. He sent his wife to Canada and got himself a job driving a tractor on a farm.

About thirty of the Maintenance men and others throughout the mill made the annual pilgrimage to Crescent Park on Friday, July 22, for a clam chowder and clam-cake supper. After the supper the usual boat ride was enjoyed during which Sharkey presided over the regular game of auction. After the ride it was noticeable that most of the boys went home rather than go up and down the Midway. Guess we're getting old!

Arkansas Items

Fast-Moving Magnolia

Below are excerpts from an article on Magnolia, Arkansas, headquarters of the Berry Asphalt Company, a Bird & Son subsidiary. Read what happens in a new oil-boomed town.

This is quoted from a newspaper story by Roy Bosson, *Arkansas Democrat* staff writer, and sent to the Review editor by Mrs. Stella Hines, Magnolia's Neponset Review correspondent.

"**M**AGNOLIA — You can't stop long in one spot in Magnolia. If you do they'll either run over you or build something around you.

"They do things in a big way in this oil-boomed city. . . . The M. E. Peace Tourist Court, a short distance outside the city, is building its own air strip adjoining the court so that oil men who travel about the country in light planes can land there and taxi right up to their cabin.

"Some months ago a special census was taken which showed the population slightly over 6,000. Since then an unofficial check brought it up to over 7,000. Just recently a firm employed to put out a new city directory completed its work and estimated the population at 9,079.

"Tomorrow they'll probably be telling El Dorado and Texarkana 'to move over and give us room.'

"Opening of thirteen new oil fields in the surrounding territory since 1938 has played the biggest role in Magnolia's expansion. . . ."

Office News

By STELLA HINES

Betty Taylor of the Royalty Division has just returned from a wonderful week's vacation spent in Holland, Michigan, on the east shore of the lake. She and her apartment-mate, Dot Irby, made the trip by bus, stopping over in Chicago on the way up with a picnic at Lake Michigan, an excursion trip on Ramona Lake at Grand Rapids and another picnic at Memphis, Tenn., on the way back. The weather was just cool enough to make the vacation perfect.

Zuma Awbrey has enjoyed having her mother, Mrs. May Moore of Galveston, Texas, with her during the month of July. Plans now are to drive her home sometime in August and spend a week's vacation on the coast—fishing, swimming and getting their fill of that good seafood.

A belated Fourth of July barbecue was held at Roberts Lake, Stephens, for Berry Asphalt Company employees the week-end following the Fourth and from all accounts was quite a success. Unfortunately, your

reporter didn't get there but understands there was plenty of barbecue consumed and a grand time had by all.

Competition

IF we had forgotten what competition was like, we have had a chance to find out this year. Competition has really been back with us since last fall. Bird & Son like every other company is having to get in and dig for its share of the business in every division. The posters in the "IT'S UP TO ALL OF US" series during the past four weeks are especially timely because they talk about this very subject.

Competition means hard work and efficient work, but the results are worth it. Because we live in a country where there is free competition—where there is the incentive for every company and every individual to try to manufacture a product just a little bit better than the other fellow's—we live better than any other people anywhere in the world.

To Keep It

Sharing these privileges of American freedom means also sharing the responsibility. Anybody who wants to see our good way of life continue has two major responsibilities:

To give his best on his job every day so that the total production of his department, his plant, his company, will be able to compete for the American dollar. If that dollar doesn't go to our company, it goes somewhere else. Anything we as individuals can do to make those sales dollars come to Bird & Son makes all our jobs more secure. It really is UP TO ALL OF US.

To vote in every election for the men he honestly believes will protect this American way of living when they get into office locally, in the state and in Washington.

"It's Up to All of Us" series courtesy of the Sheldon-Claire Co.



Columbia

Reprint from Collier's Magazine May 6, 1934

Yesterday's automobiles cost \$5,000--few could afford one. Today's automobiles cost far less--are far better and many people own them. Competitive enterprise improves products--improves living for more people.



Mr. and Mrs. Average American live better than any family in the world. The competitive system means more products and better products for more people . . . a higher living standard through a better production standard.

Your ability to produce is part of American wealth. It is your share in the competitive system and your bid for its benefits. The better you use your skills, the better you serve yourself.

On the ring--in business, it takes skill and a fighting heart to win the cheers of the customers. Competitive enterprise is the American way to top performance.

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Speaks

Vacation time is here and every week-end someone is leaving on his vacation. Joycelyn McEachern went to Estes Park and Denver, Colorado, for a two weeks' vacation. Vivian Wilson enjoyed two weeks at home resting and recuperating from a hard, hot summer of work. Ollie Sherburne left for Alabama and Florida and two weeks of relaxation on the Gulf of Mexico.

Imagine the chagrin on Edwin Sompayrac's face when he arrived at the office one morning and found a souvenir marked "Gainesville, Texas" on his desk. It had been placed there by Lucille McMurtry to remind him of the place. It so happened this was the town near Camp Howze where he was stationed during the summer and winter of 1945. He has always had a horror of the place ever since.

We welcome to our staff Virginia Eddy in the Stenographic Department. Virginia is replacing LaFon Colvin, who is resigning soon to assume household duties.

Phil Johnson passed out cigars for his new 7½ lb. son, born July 20, 1949. Phil had only a girl's name selected, so he was at a loss for a name for this addition to his baseball team.

Almost any Wednesday night Frank Markham, Kavat Loe, Edwin Sompayrac and Gene Wolking (of the local Coca Cola Company) can be found at the Princess Park indulging in a fast game of tennis. This sport is revived every summer by these participants and is enjoyed by all.

Oliver Daughtery is enjoying a visit this week by two Army brothers, Clarence and

Jack. Clarence is just in from Panama and Jack from San Antonio.

Arthur Williams withdrew enough Credit Union Savings to start his house for that new bride. Arthur plans to build out near Blanchard off South Lakeshore Drive.

As this goes to press, Frank Markham is enjoying a vacation in Natchitoches, Alexandria, Baton Rouge and New Orleans. Frank plans to visit Homer McNeely in Veterans' Hospital at Alexandria.

Dick Potter enjoyed a two weeks' vacation at Sam Baker State Park in Missouri. He met his mother, father, sister and her family, making a party of ten. The children especially enjoyed playing with a little fawn in the park.

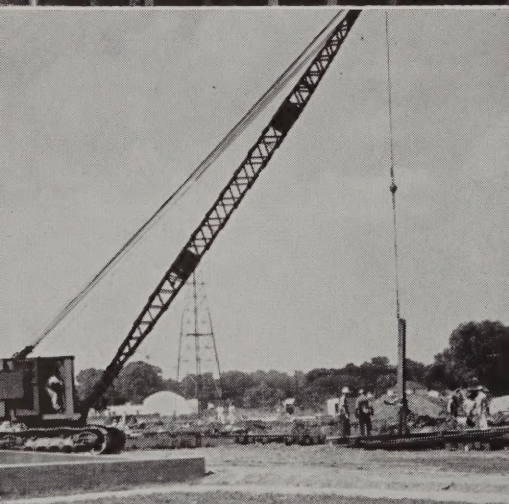
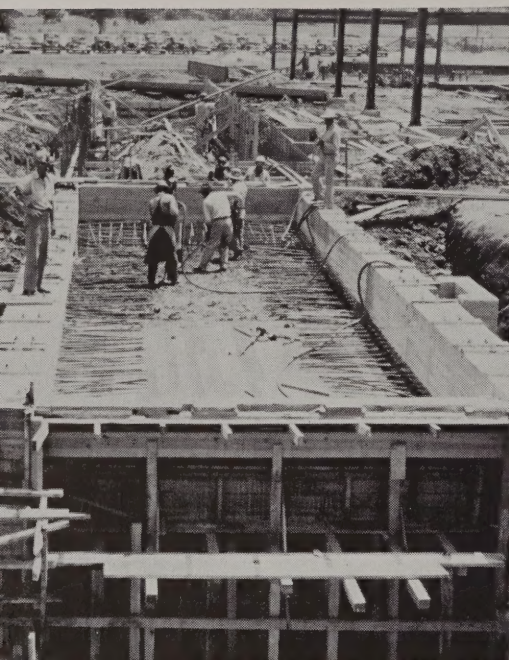
Franklin Scott recently traded his 1938 DeSoto for a motorcycle. Scott got the motor home but was afoot for three weeks waiting for it to run. Each morning Scott reported the progress he had made and each day he returned home with a number of suggestions as to the trouble. Scott finally lucked up on the ailment. We noticed the motor parked on the back lot.

Jake Brown decided he had heard enough about the cylinders rusting in his 5 HP Evinrude, so he and Dude Davidson took a ride up to Caddo Lake just to see if it would still run. The motor and Jake did all right. Jake caught a 3½ lb. bass, his largest one for the season. This was the afternoon of June 29, the day before the Bass Contest closed. You guessed it, Jake was right back there the closing day trying to beat Willie Smith's four-pounder.

Lucille McMurtry just returned after about 2800 miles in her car, "Minnie Pearl." She went through the Ozarks in Arkansas and Missouri, through Kansas, Colorado, Wyoming, New Mexico, Oklahoma and Texas. Lucille played in the snow in Estes Park, Colorado and brought back pictures of making snowballs in July.

A. C. Sheppard is sure his son, Jerry Lane, will be a railroad engineer when he grows up. He has a lot of trouble getting him off of the miniature train at the Fair Grounds and has to listen to him plan return trips when he gets home.

Willie Smith returned from a cool vacation in Wichita, Kansas and a trip through the Boston Mountains in Missouri and Arkansas. He drove about 1500 miles and saw parts of Louisiana, Texas, Oklahoma, Kansas, Missouri and Arkansas. He also tells of rainbow trout farms that furnish all the equipment to catch their trout out



Three views of construction progress at Shreveport. Top: Foundations for the felt machine. Center: The first vertical beam is set in place on June 28. Bottom: A few days later, July 6, the building begins to take shape.

of an over-stocked stream at the rate of \$1.50 per pound. The fish weigh between 2 and 5 pounds. Willie said it was not for him as it would be like catching them in the kitchen sink, but the thousands of fish jumping over each other in the stream was something to see.

Grady Nelson talked new Dodge Trucks for several weeks but ended up putting a new green paint job on his Plymouth Coupe.

Charlie Patterson and Malvern Barnett (his son-in-law) are on vacation this week and plan to spend it fishing in Arkansas on the White River near Malvern's home town. We know these fellows are having a fine time catching fish, swimming and just plain resting.

Mims Dyess bought a new black Dodge Business Coupe, July 8, in which to cover his territory in Southwest Texas, which he takes over August 1. Best of luck to you, Mims. We will be looking for the orders from your territory.

D. L. Oliver purchased a 1948 Blue 4-door Dodge with 12000 miles on it. He made a trip to Houston on July 16 and said the only thing wrong with it was he was unable to drive it under 70 MPH.

Al Creglow purchased a 1947 maroon Chevrolet, July 1.

John Williams got a tough break this month. When we started our group hospitalization plan, John signed up for coverage on his family. But in May of this year he changed it to cover only himself. The other day we received a call asking John to hurry home because his wife was seriously sick. She was rushed to the hospital for an acute appendicitis operation. Now John has a doctor's and hospital bill to pay. John says, "Think twice before you sign that reclassification card dropping dependents from coverage."

Johnnie Pearson's third child was born June 17, 1949. The baby girl was named Addie Lee and tipped the scales at 7 lbs. The amazing thing is the fact that Addie Lee is the THIRD baby in Johnnie's family since we insured with Aetna TWO years ago. We doubt if anyone in the Company has this record beat unless the stork pre-

sented twins. The first baby was born September '47, next, June '48 and third, June '49.

A number of the fellows in the mill are planning a trip Sunday down around Couchatta, Louisiana — to be exact, Holly Springs. Object of the trip is baseball. They would have beaten the team of Blanchard that June Sunday if it hadn't been for that old hidden ball trick.

Doles Taylor, with the help of fellow employees in his neighborhood, has another house built. This one was built near the place where the other home burned Easter Sunday.

Among our recent visitors of note who were all given a warm (95°) welcome, were Mr. Rust, Rust Engineering, Mr. Pular, Berry Asphalt, Mr. Hill and Mr. Tarbell of East Walpole. We don't mind the weather; we are used to it. But we wish we had air conditioning for these nice visitors to make them feel more at home.

Gladys Bryan bought a new gray Plymouth 4-door sedan and is enjoying staying in bed later as she does not have to get up and catch the trolley to town and then hitch hike to the office. She is making plans for a nice long vacation in the summer.

* * * * *

Maybe It's YcU!

THINK OF OTHERS WHEN PARKING YOUR CAR! A lot of drivers have to use the company parking lot. Keep this in mind when you park in the morning. There may be plenty of room when you arrive but there are many more to come. So if you want to be the number one unpopular guy in your plant, just hog the parking space, or else park your car so others can't get out. And remember, tomorrow *you* may be the last one to arrive.



Howard Jackson of Shreveport went on an all-night fishing party with a number of friends recently on Bayou Bodcau. All night long they fished and ate roasted turtles, squirrel and catfish. Here's Howard with part of the catch they brought home.

Big Bass Contest Ends

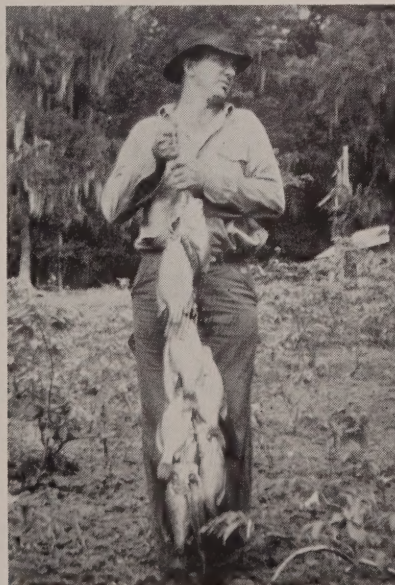
Next Competition
Will be Tougher

THE Big Bass Contest from January 1 to June 30 ended by Willie Smith's taking the \$19.00 with a four-pounder caught with a minnow. Willie's fish also brought another \$2.00 from William Winkler. Winkler passed over the two bucks because the winning ichthyoid tipped the scales at less than five and a half pounds and was larger than any he caught. A total of \$21 for a four-pound fish is not bad!

The new contest opened with twenty contestants, newcomers being Elton Bamburg and Malvern Barnett. These boys are beginners, but they fish several times a week where some nice ones have been caught. The rules have been changed so that a bass must now weigh four pounds or over before it can be entered. If no fish is entered before December 31, the \$20 will be carried over to the next contest, winner take all.

Fisherman's motto: BAIT AND SEE

Doctor: "Yes, Mr. Brown, you had a bad smash-up, but I managed to bring you to."
Mr. Brown: "I don't remember, Doctor. Do you mind bringing me two more?"



William Winkler of Shreveport displays a nice string of fish caught when he, his wife and his brother spent a week-end at Jonesville. The Shreveport correspondent didn't tell us, and we can't quite figure out, whether that's an extra heavy string of fish or whether they really smelled that bad!



It's not only the Felt Mill at Shreveport where new construction is going on. Here is a view of construction work being done on the new filler and talc mixing system and the new superheaters at the Shreveport Roofing Mill.

NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA HANSEN, VIRGINIA O'BRIEN, LAWRENCE PETERSON



Anthony Soltan, Sample Maker at Chicago, let us borrow this picture of his daughter Frances, looking very demure in her graduation outfit.

Chit Chat

G. H. Sare and his son, Robert, visited the Office this month. They were on their way home to Denver, Colorado, where Mr. Sare operates Roofing, Inc., a wholesale roofing outlet for Bird products. Mr. Sare formerly covered this area for Bird & Son as a salesman, handling at one time both our floor covering and roofing lines.

Tony Soltan of Sample Department spent his vacation at home.

Mary Henry spent her vacation washing walls and visiting friends.

Lillian Grembowicz during her vacation helped her husband get the foundation ready for a new home being built by her niece.

Rose Fox and husband went on a ten-day cruise, seeing some of the sights in Canada.

Mathilda George Hansen will spend her vacation painting and decorating her home.

We've a new member in the sample department—David Law. Welcome.

Our sincerest sympathy and deepest regrets to Joseph Durkin and his wife on the recent loss of their young son.

Marge Hoey spent her vacation at Tabor Farms, Benton Harbor, Michigan. She says that among the many fine things it offered was the SUPER food. (She didn't look exactly starved when she returned.)

A speedy recovery is wished for Mrs. Dave Calhoun, wife of Dave Calhoun, Supply Man on No. 2 Machine. Also we wish a speedy recovery to Mrs. Rickerson, wife of Ed Rickerson, Foreman of the Slate, Felt and Cleaning Depts.

This is the time of the year when all of the fishermen take their rods and reels in their hands, head for the North Woods, and then come back days later with the same old tale—no fish. The story was pretty much the same here at the plant all this summer. Ray Gusick was the first one to leave. He spent a week fishing in Minnesota and found plenty of small fish but no large ones. Several of the boys from the machine shop had the same luck, or perhaps it is better to say no luck. W. W. Wilson spent some time fishing but he didn't catch too much. About the only thing he did was to leave his rod and reel. Howard Brunner and Walter Wiggins of the Engineering Department both went to Land O' Lakes, Wisconsin and spent a week fishing there. As Wallie said there were plenty of pan fish but no large ones to write home about.

Harold Altman, Purchasing Agent, has just left for the North Woods and no doubt he will come back with many a tall tale. They suggested that perhaps he should mail in a box or two of frozen fish to show that he really caught something.

Harry Brandau of Traffic is now on his vacation resting and traveling through the Middle West.

We received a card recently from Bill Bennett, who just retired from the Maintenance Dept. Bill is traveling through Missouri and Kansas.

Doc Raleigh, who retired from the Cleaning Dept., enjoys sitting on the front porch at his house on 51st street watching the crowds go by.

B. J. Overholt, Retired Purchasing Agent, is still working in his garden and is making plans to take an extended auto trip through the South and Southwest during the fall and winter.

Chicago was glad to see Vice President E. L. Chamberlain when he visited the Plant recently.

We also had the pleasure of a visit from Mr. and Mrs. William E. Wakefield of East Walpole.

We wish to welcome Phil Johnson to our Sales Force. He formerly had worked for us and is returning to the fold, with a territory in Ohio.

Congratulations to John Troy of the Blowing Dept. and Ed Scheide of No. 4 Machine. Both recently took a "ball and chain" for the rest of their lives. The gang on No. 4 Machine say that in Ed's case it makes no difference as he spent most of his spare time at his wife's house prior to the wedding.

Start New Line-Ups for Fall Bowling

AS Labor Day grows nearer, bowling is once again a topic of conversation throughout the Mill. Plans are being made to continue bowling at the Highland Bowling Alley at the usual time on Friday afternoons. Everyone should get out the old bowling ball, shine it up, check shoes, and see that he is ready to go.

Bowling will probably start the last Friday in September, the 30th. Let's try to have a bigger turn-out this year than we did last. The teams are asked to start lining up their captains and players so that when the call goes out we will be all set to go.

AT A CONSTANT SPEED OF	YOU CAN DRIVE 400 MILES IN	<i>But-IF YOU HAVE AN INJURY ACCIDENT, THE CHANCES OF SOMEONE BEING KILLED ARE</i>
45 m.p.h.	8 hrs. 54 min.	1 in 16
55 m.p.h.	7 hrs. 18 min.	1 in 12
65 m.p.h.	6 hrs. 10 min.	1 in 6

NATIONAL SAFETY COUNCIL



Improved Play Marks

2nd Round Softball

AS the Review went to press the first of August, Bird & Son's softball team in the YMCA Industrial League was tied for first place with Rheem Manufacturing Company. The winner of the August 2nd play-off then became the winner of the second round of the Industrial League games.

Good fielding and hard hitting have been the reason for our progress in this round. Bill Larsen, center fielder, a worker on our Insulated Siding Machine, is now leading the league in home runs with six in the five games played to date in the second round. He had five in the first round and is well on his way to being top man in home runs. A tribute should be paid not only to one player but to the whole ball team for its improvement in this stretch. We hope later to be able to announce that we have come through in fine style and can carry home the championship for Bird & Son.

Smoke Signal

A farm magazine published pictures of a dilapidated house and a washed-away field and invited its readers to "tell your own story of the two pictures." An Oklahoma Indian won with the following:

"Both pictures show white man crazy. Make big tepee, plow hill. Water wash. Wind blow soil, grass all gone. Squaw gone, papoose, too. No chuck-away. No pig, no corn, no hay, no cow, no pony. Indian no plow land. Keep grass. Buffalo eat. Indian eat buffalo, hide make tepee, moccasins too. Indian no make terrace. No build dam. No give dam. All time eat. No hunt job. No hitchhike. No ask relief. No shoot pig. Great Spirit make grass. Indian no waste anything. Indian no work. White man heap crazy."

Swift News.

SCRAMBLES

Can you unscramble the words below? They are all words used in our mills. Example: HELEW, unscrambled, equals WHEEL.

1. LAPETL
2. CHEWRN
3. MEFAR
4. ABC
5. OHKO
6. PRACILE
7. TICHATERC
8. TREEBA
9. ROYEVNOC
10. DISKS

Answers on page 22

In-Laws

WOMEN are the cause of most in-law trouble and mothers-in-law are responsible in three out of five cases. So says an article in the August *Better Homes & Gardens* magazine.

Odds are one in three that daughters-in-law have in-law trouble. They are one in five for sons-in-law. Sisters-in-law are blamed in one in five cases of friction, while fathers-in-law are held responsible in one out of seven cases. But brothers-in-law are trouble-makers in only one of 20 instances.

A survey was conducted among two groups. The first — 409 couples — had been married an average of 20 years. None had been divorced and 85 per cent said their marriages were happy. This group rated in-law trouble the second worst headache in married life.

In the second group were 544 couples, none of whom had been married longer than six years. This group said in-laws were their No. 1 marriage problem. Husbands and wives blamed their mothers-in-law on three counts:

1. Hovering over their married children, giving them too much advice and trying too hard to help them.
2. Irritating their children-in-law by demanding too much devotion and attention.
3. Not willingly releasing their sons and encouraging them to find emotional security in their wives.

Daughters-in-law contribute to in-law trouble by letting their desire to be the "one woman" in their husbands' lives cause them to be jealous of their

mothers-in-law and prejudiced in their judgment, according to the study.

Sisters-in-law were blamed for taking too critical an interest in how their in-laws are living their lives, and for creating misunderstandings by passing on information.

Sons-in-law contribute to strife by being sensitive about their rights as head of the family and by interpreting many innocent actions of their wives' families as interference, the article says. Fathers-in-law add fuel to the fire when they spoil their daughters and become irked when husbands expect them to act like responsible adults. Also listed as bad practice for dads is the giving of too much financial help to married children and attempting to use this as an indirect means of control.

The one brother-in-law in twenty held responsible for in-law trouble was blamed for failure to hide his feelings when he thinks his sister or brother has made a poor choice of mate.

Here's how to be the in-law whom no one seems to hate, according to the article:

1. Don't give unsolicited advice to your in-laws.
2. Never let your irritation show when your in-laws offer you advice.
3. Try to like your in-laws and consider them among your real friends.
4. Don't quote *your* family or their way of doing things as a model for your mate.
5. And don't discuss the faults of your husband or wife with members of your own family.

Acknowledgments

Thanking you for the flowers and your kind expression of sympathy.

Lelia Jackson and Family
Shreveport

Gratefully acknowledging your kind expressions of sympathy during our recent bereavement.

Mr. and Mrs. Arthur Wise
and daughter Shirley

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mrs. Kazimera Rosevich

Gratefully acknowledging and thanking you for your kind expression of sympathy.

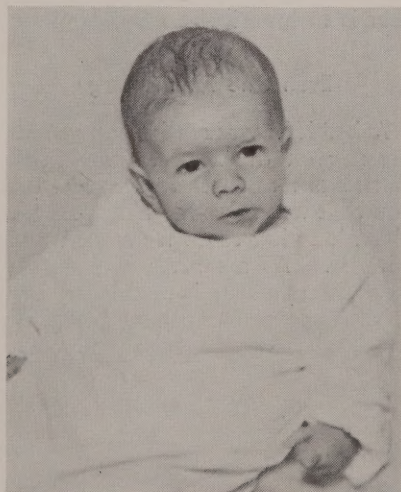
Mrs. David Fyfe
and Family

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mr. and Mrs. Ralph P. Hildreth
Mrs. Richard W. Hildreth

To thank you for your kindness and sympathy at a time when it was deeply appreciated.

Leslie Hall and Family



John Conroy Stone, Jr., was three weeks old when this picture was taken. John, Senior, works on the Flooring Print Machines. With a name like Stone, who can resist asking if the baby doesn't look just like a chip off the old (Stone) block?



No. 1 Box Shop cafeteria doesn't ordinarily resemble a Persian bazaar. But when Bill Urquhart brought in the Persian rug he had made, it transformed one corner of the plain room so that it looked like another world. Bill, left, shows his foreman, Charlie Mutch, what one man can do in his spare time.

A Hobby That's Different

BILL URQUHART works as a Starch Cooker Operator eight hours a day at No. 1 Box Shop in East Walpole. That leaves sixteen hours for him to do other things like eat and sleep, work around his place, or just relax. Bill has found a way not only to relax, but to listen to the radio and work at a hobby, all at the same time. He is a maker of Persian rugs.

When Bill brought in his first large rug to the shop for people to see, nobody thought it looked like very relaxing work. As you can see in the picture, it's a beautiful thing. Closer to, you can examine the very fine workmanship. Bill himself says it represents 600 working hours, taking him eight months to complete. He figures this 7 x 5 rug has some 720,000 stitches.

Fascinating and Relaxing

But, watching the pattern grow while he uses those wonderful colors — royal and Delft blue, maroon, green, yellow, ivory, brown and red rose — all this fascinates Bill. He says he could sit and work for ten hours at a stretch without getting tired. After working on the machines all day, Bill goes home, starts to work on his rug and as he says, "It smooths me right out."

This kind of rug is called a Persian rug chiefly because of the authentic Persian design or pattern. This pattern, an exact copy from rugs made in the East, is stamped on the back of a piece of canvas. A chart tells him what colors to use at each part of the pattern. The rug maker does not use a frame, but works from back to front while he holds the canvas in his lap. There are 144 stitches per square inch and six ends to a stitch. These ends are clipped off even to make the velvety pile that is so luxurious to walk on.

Even One for the Dog

Asked if he was really going to put the rug on the floor after all that work and let people walk on it, Bill said that was up to his wife. He has given it to her to do what she wants with it. As a matter of fact, the more a Persian rug is used, the better it is. Some of the Urquharts' friends are shocked to come into their house and see the Urquhart dog reposing on the Turkish prayer rug, Bill's first piece of work in this line.

There was a lot of comment on this magnificent rug when it was on display at the shop cafeteria. Once people were convinced it was hand done, they began to kid Bill and ask if his wife did it. (Mrs. Urquhart

runs a yarn shop and teaches hand-work.) Bill admitted she crocheted the ends to finish it off, but the actual rug he did himself. All attempts to get him to say he was going to sell it were in vain. It was his wife's. Bill did say, however, that rugs such as his sold for \$10 per square foot — or better. One comment from an admiring onlooker hit the nail on the head. The remark was, "He's a mighty handy Scotchman."

Joseph J. Rosevich

DEATH came suddenly to Joseph Rosevich, paper machine tender, on Tuesday, July 19th. Mr. Rosevich was working around his home on West Street, Brockton, during the last week of his vacation when he was stricken suddenly ill at about 9:00 o'clock the morning of the 19th. He lost consciousness about noon time and died that same evening. He was in his sixtieth year.

Mr. Rosevich had completed thirty-six years with Bird & Son last April. He started as a fourth hand on the paper machines April 29, 1913. He learned quickly and showed that he could be relied upon, because two years later he was made a back tender. In April 1918, he was made a machine tender. This job he held continuously until his death. He was one of the most faithful and well liked of all the old time Paper Machine men.

Funeral services were held on Friday, July 22nd, at Our Lady of Lourdes Church in Brockton and were attended by a number of his friends and co-workers. Four Bird & Son men served as pall bearers: James Mulkern, George Barton, John Lestan (retired) and Walter Bisdnack.

He is survived by his wife, Kazimera Rosevich. There are no children.

Do You?

A good citizen:

1. Votes at all elections, intelligently and honestly.
2. Serves on a jury when asked.
3. Respects and obeys the laws.
4. Pays taxes understandingly.
5. Works for peace, but accepts all duties in time of war.
6. Avoids group prejudices.
7. Works for better schools.
8. Makes the community a better place in which to live.
9. Practices and teaches good citizenship at home.

— American Heritage Foundation.

Liechty Moves Up at Berry Office

W J. LIECHTY of Magnolia, Arkansas, has been promoted to Office Manager and Assistant Secretary of the Berry Asphalt Company. He takes the position vacated by L. M. Lindblom, new Assistant Cost Accountant in East Walpole.

Bill Liechty is a native of Indiana, attended Butler University at Indianapolis and came with Berry in 1936. At first he operated the emulsion plant. He later became Office Manager at the Waterloo Plant and held that position for several years. For a short time Bill was in charge of the emulsion plant of the Bitucote Company of Cincinnati, but returned to Berry, where he has stayed.

Mr. Liechty's experience with both the manufacture and sale of various types of asphalt products is of considerable value to him in his new position. As assistant to Mr. Lindblom, he had charge of handling the company's crude purchases and royalties from the time the Magnolia office was opened.

Labor's Day

OURS was the first country in the world to give tribute to labor by establishing a public holiday by law. This year will be the 67th anniversary of Labor Day.

The establishment of Labor Day was first suggested by Peter J. McGuire of New York City, a labor leader. In 1882 he proposed to the Central Labor Union in New York that labor should select a day for a parade to show the strength and spirit of trade and labor organizations. He pointed out that there were other holidays for recognition of our religious, civil and military achievements, but none representative of the industrial spirit. His proposal was adopted and the first Labor Day was observed in New York City on September 5, 1882, when union members held a great parade.

By 1894, the day had become a legal holiday in thirty states, and that year Congress voted its observance in the District of Columbia and in the territories. Soon afterwards it was recognized as a national holiday in all the states.

— American Heritage Foundation.



This big field of glads is all Pasquale Vasaturo's, over in Medfield. In 1948 Patsy won sixty awards for his magnificent flowers. These prizes included twenty-six blue ribbons and two gold medals. The young lady in the foreground is Pasquale's daughter. This very successful horticulturist's regular job is at Flooring

Blazonis - Sprague Win Scotch Foursome

MEN'S and girls' golf leagues joined forces July 11, on the invitation of the ladies, for a mixed Scotch foursome at Walpole.

Mary Blazonis and Dick Sprague with low gross won first choice at the prizes on display in the clubhouse. Score: 42. Net scores, with both players' handicaps figured in, resulted as follows:

- | | |
|-------------------------------|----|
| 1. Herb Schaier-Marjorie Pyne | 24 |
| 2. Joe Coburn-Pat McDonald | 28 |

- | | |
|----------------------------------|----|
| 3. Tom Rogers-Eleanor Garland | 31 |
| 4. Rocco Phillips-Isabel MacLeod | 32 |
| 5. Ben Baranowski-Peg Delaney | 32 |

Fourth place was decided by putting it out. Isabel nonchalantly sank her first shot across the whole length of the green, thereby clinching fourth position for herself and her partner. Consolation prize went to Jack Walsh and Catherine Bellew.

During August another take-turns game for the boys and girls is planned.



Joseph Eppich, Flooring Maintenance, took this picture at a recent Scotch foursome at the Walpole Country Club. Left to right: Joe Coburn, Howard Whitney, Mary Bannon, Eugene Pudsey and Muriel (Pat) McDonald. John Eppich and Al Kendall are on the lower tee.



"Having a fine time. Wish you were here." This is Betty Taylor of the Magnolia Office on an excursion boat on Ramona Lake near Grand Rapids, Michigan. The unknown young man who has taken over Betty's attentions evidently knows a beautiful girl when he sees one.

Company and Employees Appear in July Issue of Industry Magazine

BIRD & SON, both the company and its employees, had some fine publicity in the July issue of Industry magazine. With the leading article on industrial Norwood, Bird & Son plants in that town, Roofing and Flooring, take an important place in the story. The magazine reprints pictures which appeared in the Christmas 1948 issue of the Neponset Review to illustrate the place of Bird & Son in industrial Norwood.

Housing

In this same issue, Industry runs an article about employees in Massachusetts industries who have had the energy and skill to build their own homes. It is called, "How They Licked Their Housing Problems." And in this collection of six or eight pictures of men and their new houses, there are three from Bird & Son. From the same shots which appeared in the June Review under "They Built Their Own", they

chose the picture of George Condry's house in Rehoboth, J. R. Anderson's in North Easton and William Ford's in Sharon.

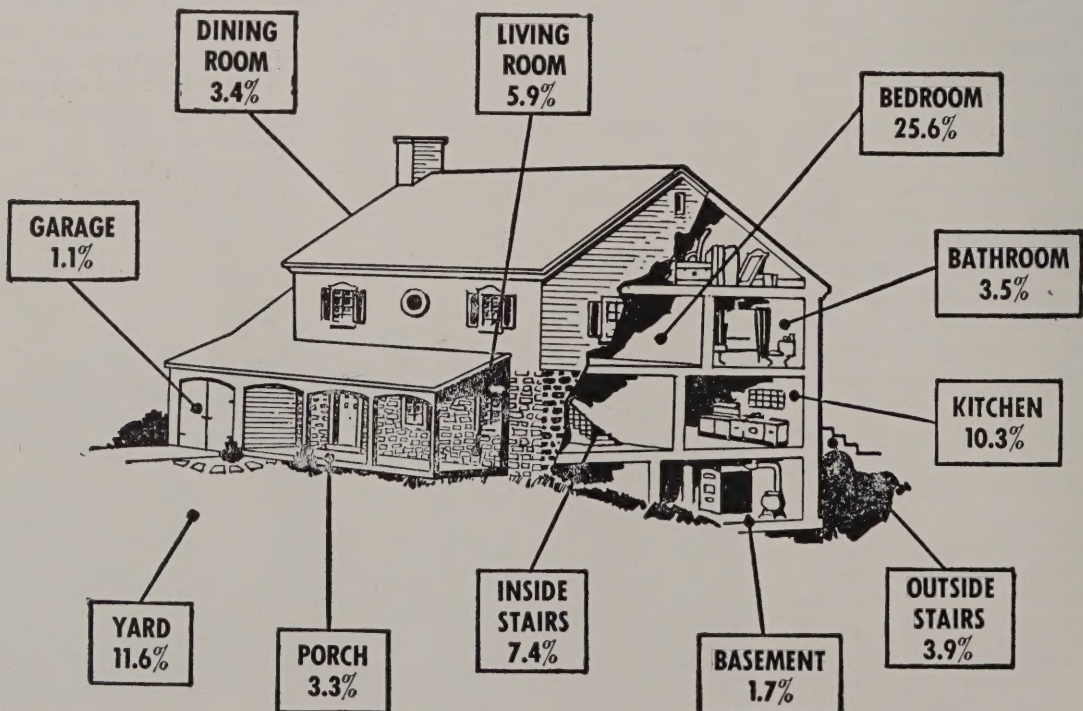
Industry magazine is published monthly by the Associated Industries of Massachusetts. Several copies of it are circulated each month through the Massachusetts offices and plants.

ANSWERS TO SCRAMBLES on page 19

1. PALLET
2. WRENCH
3. FRAME
4. CAB
5. HOOK
6. CALIPER
7. ARCHITECT
8. BEATER
9. CONVEYOR
10. SKIDS

DEATHS AT HOME

THE National Safety Council drawing (below) shows you where fatal home accidents happen. Using this drawing as a guide, check your own house for dangerous spots and get rid of the hazards you find. A little care now may prevent a tragedy later on.



Location and Percentage of Home Accident Deaths

NATIONAL SAFETY COUNCIL

Karl Henry Olsen

KARL HENRY OLSEN, East Walpole Machinist who retired a year ago, died at his home in Mattapan on Wednesday, August 3. He had been in reasonably good health until stricken with his final illness a short time before he died.

Mr. Olsen began work at the East Walpole machine shop in August 1920 and continued in that department as one of our skilled machinists until his retirement on July 22, 1948. Immediately after retiring, he and Mrs. Olsen took a trip to Norway — their first trip back home in forty-five years. In February of this year the couple celebrated their fiftieth wedding anniversary with a party at the Parker House. Eighteen children and grandchildren were present.

Funeral services were held at the Granstrom Funeral Home, Roxbury, on Saturday, August 6, and were attended by several of his Bird & Son friends. Interment was in the Highland Cemetery, Norwood.

He is survived by his wife, five daughters and several grandchildren.

Overnight Guide for Tourists in East

SUMMER twilight holds no beauty for the motorist who has not had the foresight to plan his route at least a day ahead, to make sure of good accommodations for the night.

A dependable guide takes care of this important detail, and one of the best is "Recommendations" with a background of twenty years service to fastidious motorists.

In New England, New York, Pennsylvania, portions of Canada, and on all highways through Virginia, the Carolinas and Georgia into Florida, this reliable, compact reference briefly describes 312 annually inspected motor courts and modern vacation cabin resorts, showing the location of each one on three simplified but accurate road maps.

"Recommendations" may be obtained for a dime by writing Ray A. Walker, publisher, Haverhill, Mass.

— In cooperation with the
N. E. Council and N. Y.
State Bureaus of Publicity.



Kind of catches you by the throat, doesn't it—to read of some helpless little baby left on a doorstep? It comes as a shock when you stop to realize that here's an infant starting life alone — deserted by its parents.

Yet there are millions of older children who are abandoned every year. They're the teen-agers. The kids just growing up — youngsters for whom life should just be beginning.

They're the boys and girls who each year are DENIED the advantages of higher education, of specialized training, of financial backing to help them get started — just because their parents made no provisions for the future.

They're left to face the world alone. Unprepared. Insecure. In other words — **ABANDONED.**

There's one **SURE** way to provide for your children's future. Start saving for it today through the automatic payroll savings. Get an application blank at the Neponset Credit Union or ask your boss where you can get one. In this way you can make more certain your boy or girl will be able to do the things he wants to do — because **YOU** can help him do them!

Going Swimming?

"Hang your clothes on a hickory limb
But don't go near the water."

AND maybe you'd better not, if you don't know about the water. There have been several cases recently of people getting infections from swimming in polluted water.

What with the drought in New England, your favorite pond or river may no longer be safe. The water recedes from the banks. The current becomes more and more sluggish. Germs that ordinarily would be washed away with a normal rainfall hang around and multiply. And first thing you know, your pet swimming place is polluted.

You wouldn't take a bath in anything but fresh water. Be sure then that where you go in bathing is equally safe.

Hang your clothes on a hickory limb and go near the water—if it's clean. Your board of health can tell you.

Best Wishes to the Newlyweds



Last month there was a picture of Frances Ivatts clowning at a beach party. Here she is as a beautiful bride, leaving the church June 26th, the day she became Mrs. Joseph Buccilli.



May we present Alonzo J. Blais and his lovely bride, the former Mary E. Marino. They were married the fifth of June in Walpole at the Church of the Blessed Sacrament. The groom works in the Shipping Department of No. 2 Box Shop.

Long Shots Win '49 Girls' Golf

LONG shots are good for low scores in any golf match. Using "Long Shots" as their tag in the 1949 girls' golf competition, Hilda Rafuse and team came out with top honors. Their score, 31 points. See the triumphant smiles in accompanying picture.

Second place was won by the M's, Helen Makarevich, captain, with 29 points, followed by the chipper Chippers of Anne Smith, a point and a half behind. Five other teams followed in succession. Somebody had to be at the bottom and the Ben Hogans, having become attached to this lowly spot early in the game, clung to it even unto the end of the season.

Retiring golf chairman, Isabel MacLeod, announced team and individual winners at the league's annual field day luncheon. Gathered at Seiler's restaurant, Wellesley, on July 9, were twenty-nine nut-brown maidens, all more or less expert with one or more golf clubs. Prize for most expert went to Anne Lindsay, who grinned happily, as well

she might, on receiving recognition for her excellent 53.1 average for the season. Almost tied for second were Marion Tolman and Carolyn Delaney. The intrepid Marion edged out Carolyn by three-tenths of a point — Marion, 54.2 average; Carolyn, 54.5. Peg Corcoran, another mistress of most of the shots in the book, placed fourth at 58.8.

A nine-hole "just for fun" round at the Walpole Country Club before the luncheon ended with Carolyn Delaney clipping off a neat 46 for lowest score. Other field day winners:

Low Net	
1. Pat McDonald	45
2. Anne Lindsay	46
3. Helen Shimsky	51

Most Sixes	
Marion Tolman	6

Fewest Putts	
1. Peg Corcoran	17
2. Marjorie Pyne	19

Lowest Score, No. 3	
Isabel MacLeod	6

Lowest Total on 6, 7, 8
Anne Smith 18

Highest Score on One Hole
Anne Walukevich 12

The 1949 golf committee, Isabel assisted by Velma Cobb and Enie Geraghty, announced that next year's chairman would be Anne Smith. At the close of the luncheon the girls gave a rising vote of thanks to their 1949 chairman.

Down the Harbor

CLOSE to two hundred Bird Club members and their guests sailed down Boston Harbor the night of July 21 on a moonlight cruise. The evening was such a success that the ship was back at the pier before almost anyone realized how time had flown.

The crowd danced to Johnnie Archer's band, a few played cards, some sat on the deck. The fact that there wasn't any moonlight didn't seem to matter. When one of the girls was asked where their boat actually went her reply was a vague, "Oh, down the harbor somewhere." She was too busy whirling around the dance floor for such minor considerations.

This cruise on the "Holiday" is the last event on the club's entertainment calendar until fall.

Final Round On In Local Ball League

By JOHN GLEBUS, Chairman

AT the end of July we stood third among the baseball teams in the Norwood Senior Recreation League. With two rounds played, we have one round to go.

These games have been played under trying conditions. It is very hard to get the same team together for each game because the boys work shifts and can't always be present. We still have hopes of raising our standing if we can get our team together for the last round.

Four games are scheduled for the first half of August. The schedule for the last half follows:

	Opponent	Place
Aug. 16	K. of C.	Civic
18	Gaels	Elliot
23	Farmers	High School



The Long Shots, winning team in the 1949 Girls' Golf League. Left to right: Marion Tolman, Mary Driscoll, Eileen Geraghty and Hilda Rafuse. (Stage props by Miss Driscoll.)

On the Lighter Side

What's in a Name?

New Bedford, July 14 — Nonquitt Mills here will permanently suspend operations . . .

— *Boston Herald* news item.

Passer-by: "Digging out holes?"

Laborer: "No, ma'am. I'm digging out dirt and leaving the holes."

A midget, serving in the Marines, was talking to his buddies.

"How did you ever get in?" asked his friend Joe, referring to his pal's small stature.

"Oh, that was easy," answered the midget. "I just lied about my height."

Mary: "Why, Joan, you're learning to handle this car like a veteran."

Joan: "How do you know? You've never seen me handle a veteran."

A feminine passenger had boarded the bus after the lights had gone out. A tall man standing near her asked if he could help her find a strap.

"Thank you," she replied, "but I have already found one."

"Then I wonder if you would mind letting go of my necktie?"

Junkman: "'Any old rags, paper, iron?"

Man of the house: "Come back later. My wife's away."

Junkman: "Any bottles?"

"Gracious, Gwendolyn, it's been seven years since I last saw you. You look lots older."

"Really, Elinor dear, I don't believe I would have recognized you either if it were not for that dress and hat."

Patron: "May I have some stationery?"

Hotel Clerk (haughtily): "Are you a guest of the hotel?"

Patron: "Heck, no; I'm paying twenty dollars a day."

That bathing dress that grandma wore

Looked like a Mother Hubbard.

But girls who swim today look more like Mother Hubbard's cupboard.

Customer: "That new waitress of yours seems to be a pretty steady girl."

Employer: "Yes, if she were any steadier she'd be motionless."

Mr. Kidder, of Kidder, Peabody, was strolling through the cashier's cage when he spied an unfamiliar character briskly counting thousand-dollar bills. "You look like a bright young fellow," commented Mr. Kidder. "Where did you receive your financial training?"

"Yale," said the character.

"Fine," boomed Mr. Kidder, "and what did you say your name was?"

"Yohnson," was the reply.

— Reprinted from *Cosmopolitan*

Why Editors Skip Town

"Mrs. Fahlman has entirely recovered from her broken collarbone, but her knee is still in the hands of the doctor."

— *Saskatchewan paper*



Francis A. Nevins of the Flooring Shipping Dept. is the father of this sturdy six-months old boy named Francis William. Mrs. Nevins was the former Sophie Novick who used to work at the Mill office in East Walpole.

In Review

from old August issues

10 Years Ago — 1939

First Plant Visiting Day: 2500 visit our plants (Wed., June 28, 1939) from 12 noon to 10:30 p.m. One of girls pictured handing out directions at East Walpole gate is Helen Shimsky. John Pratt shows a group around at the Roofing Plant.

Children of employees graduate from high school. Among the pictures: The twin daughters of Frank Meyer, Printing Dept., graduating from Walpole High School; James Moylan, graduating from Walpole High School.

Phillipsdale note: Joseph Silvia spent one week of his vacation at the World's Fair.

15 Years Ago — 1934

Opening of East Walpole Branch Library with aid of funds from a trust to Walpole Library by C. S. Bird. This section of town had been using the Bird & Son library, which was established in 1913, with Miss Blaney as librarian.

This is the first time a bonus payment has been made in the middle of the year.

Comment on Bird & Son outing to Provincetown: "By actual count six hats blew overboard on the trip down, including Dave Heylin's brand new panama and Joe Sheehan's bald spot protector."

20 Years Ago — 1929

Printer-slotter introduced at No. 1 Box Shop.

Bird Club Entertainment committee consists of Harry A. Dresser, chairman, E. L. Chamberlain, L. R. Bernier, M. B. Lee, J. J. White, E. C. Lindstrom, J. A. Sheehan, W. F. Sline and W. S. Jackson.

Picture of Albert Barratt, Phillipsdale office boy, and his new two-dollar Ford (Model T touring car).

Sign of the times, printed in this issue:

*"A fool there was and he saved his rocks
Even as you and I;*

*But he took them out of the old strong
box
When a salesman called with some
wild-cat stocks,
And the fool was stripped down to his
socks,
Even as you and I."*

25 Years Ago — 1924

At Old Timers' Club outing to Nantasket the men carry canes and the women sport swagger sticks. "The sports on the beach, under the direction of Al Smith with an able corps of aides, were run off in fine style."

Superintendents' conference at Hamilton, Ontario, includes a golf match between Chicago, East Walpole and Hamilton, with Ben Roberts of Chicago leading the way, closely followed by Bill Wilson.

35 Years Ago — 1914

\$200,000 fire at East Walpole Plant, discovered by watchman Sunday, August 9, at 2:10 a.m. Mill Fire Chief G. R. Wyman, who was at Wrentham, arrives in 30 minutes, "making a quick run of ten miles by automobile." Aiding the Bird & Son Fire Brigade were Companies One and Two of Walpole and a company from Hollingsworth & Vose.

Carnival at Francis William Park offers the following Midway Attractions: African Dodge, Wooley Dog Wheel, Arrow Game, Hammer, Hoop-la, Wildman, Cigarette Shooting, etc.

Phillipsdale note: Mr. P. R. Allen, Sales Manager for Bird & Son, visited us a short time ago and looked over the plant with Mr. Bird, Jr.

Advertisement for sale of "Neponset houses," returned by dealers who had used them for display. These houses were used by children for doll houses and could be purchased by employees at 50c.



Three cute boys whose dad, Harold Johns, works on one of the tying machines at the Norwood Roofing Plant. They are Bernard, Wilfred and Harold, Jr. The oldest, Harold, Jr., at six and one-half years, has already established himself as an art collector. In his room are pictures extending from floor to ceiling, covering all four walls. The pictures are of dogs, horses and wild animals, along with plenty of cowboys and Indians. None of this sissy female stuff for him!





BIRD NEPONSET REVIEW

September

1949

Vol. 37 No. 9



Suggestion Awards

BELOW are listed the suggestion award winners for the month of August. Your attention is called to the new method of listing by plants, as well as another new feature, giving each winner's job title.

NORWOOD ROOFING

Malcolm M. MacDonald, FBM (“A” Machinist)	\$10
James Murray, FBI (General Helper)	\$10
*Thomas Smith, FBPM1 (Shingle Cutter)	\$10
Tiodoro Michienzi, FBPM1 (Coating Roll Man)	\$5
Henry A. Thomas, FBPM1 (Tying and Wrapping Man)	\$5

NORWOOD FLOORING

Frank G. Kissell, FFP (Machine Tender)	\$5
Michael D. Shea, FFV (Shipping Tractor Operator)	\$5

E. WALPOLE MAINTENANCE

John Folan, EMW (Trainee Millwright)	\$10
George M. Wise, EMM (“A” Machinist, 2 suggestions)	\$20

NO. 2 BOX SHOP

Robert Conant, FXV2 (Storage Checker)	\$10
--	------

PHILLIPSDALE

William D. Andrew, DPI (Machine Tender)	\$10
--	------

*Thomas Smith got another \$10. He had five accepted suggestions.

Did you ever stop to think that the titles of these suggestions would sound like Greek to a lawyer or school teacher? For example, John Folan suggested “installing flat bars on lock-heads,” Henry Thomas had an idea on an “angle iron at tying machine,” and James Murray wanted an “air line on slate hopper!” These titles are not Greek, however, to many Review readers. You understand the lingo and may even guess from the name just how the idea fits into plant or shop.

On the Cover



Mrs. L. T. Harriman of Sharon is very much pleased with her Duotone Tile floor. It is in marbleized red and gray, which goes with the red trim and white walls of her attractive kitchen. Besides liking the looks of her new floor, Mrs. Harriman said it seemed easier to

stand on. She says the floor needs washing only once a week. She always waxes it after it is washed. Mrs. Harriman is the wife of Lou Harriman, Roofing Sales Correspondent at the Main Office.

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to promote good service, good business, good will

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ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

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Cutting and packing Duotone Tile. Robert Fullerton feeds 15½-inch linoleum into the tile press. Earle Higgins removes and inspects the tile — two 7½-inch tiles are cut from a 15½-inch roll. William Spierdowis and Donald Smith pack the tile into cases.

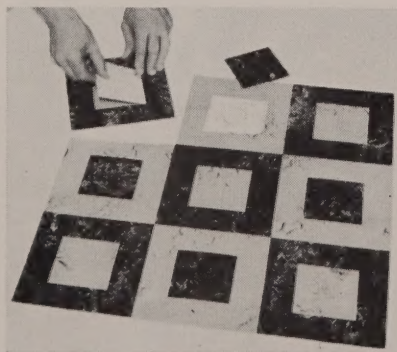
Duotone Tile

Linoleum tile in Duotone, exclusive with Bird & Son,
is one of the newest and most popular items in its field.

BIRD Duotone Tile is the newest thing in Bird flooring and already promises to be one of the most popular items in the whole linoleum market. The most striking features of this new linoleum tile are its possibilities of two-color (or duotone) combinations, and its smaller size to suit the smaller rooms of today. The tiles are 7½ x 7½ inches square. Bird & Son has exclusive rights to this Duotone patent in linoleum.

Duotone Tile gets its name and its patent not from a single tile made in two colors. It is a one-color tile cut in the center to make a removable square, which in turn can be replaced with the likewise removable center from a tile of any other color. The tiles reach the dealer still in solid colors; the customer then makes his own choice of color combination. This is how it works.

Take a green tile and a yellow tile, for example. You poke out the green center of the first and the yellow center of the other, switch centers and you



have a cheery pattern of alternating green tiles with yellow centers and yellow tiles with green centers. The centers always match exactly in size

too because all are cut from the same die. If you want to go in for the unusual and get a Scandinavian effect, take the blue and yellow and put them together. You then have a tile floor that might grace a house on the outskirts of Oslo or Stockholm. For more conservative purposes — say for a professional man's waiting room — gray and black make a dignified appearance. Red and tan, already a popular combination, give richness and warmth to any room.

The woman who goes shopping for linoleum — 90% of linoleum shoppers are women — usually knows pretty well beforehand her own color scheme. Formerly she had to make up her mind to one solid color for her floor — or even to alternating solid color tiles. But now she has a much wider choice with these fascinating Duotone Tiles.

Duotone Tiles have another less ob-



A close view of the tile press at which Earle Higgins is cutting Duotone Tile.

vious virtue, but one none the less important. They are much easier to lay than yard goods. A householder buying Duotone no longer has to face the expense of hiring someone to put down his floor for him. He can follow the directions in the instruction folder and successfully lay it himself.

Easy to Store

The consumer does not worry about the dealer's storage space. But the dealer knows very well how much room rolls of linoleum take up. When a dealer sells tile, he gets his supply in neat oblong cases which take up far

less space per customer purchase. To sell his wares he spreads out on a counter the many different colored tiles contained in a sample case and simply lets his customer make his own two-color combination from these small, easily-handled squares of linoleum.

As for price, Bird Duotone Tile is offered at the same price per square foot as regular linoleum tile. Duotone may cost less in the end than yard goods, especially if the floor space is irregular or has jogs in it. You can buy the correct number of tiles from the dealer, while with linoleum you buy it by the yard and waste a lot if you have to cut around stoves or radiators.

When you damage a linoleum floor you look forward to the day when you can have a new one. With tiles on your floor, you just replace the old ones with new ones and restore your whole floor to good condition. In fact, dealers recommend buying a few extra tiles to take care of such possibilities.

Tile History

The history of Bird tiles goes back to 1929 when William Koehler, now head of Advertising Display, was discovered to have made a tile floor for his own kitchen out of junk pieces of Jasper. Bird & Son liked the idea and Bird Tile very shortly went into regular production. Duotone Tile itself was the idea of another employee, Bernard Walker, now Electrician and

(Continued on page 4)

Detailed Story of Linoleum Process

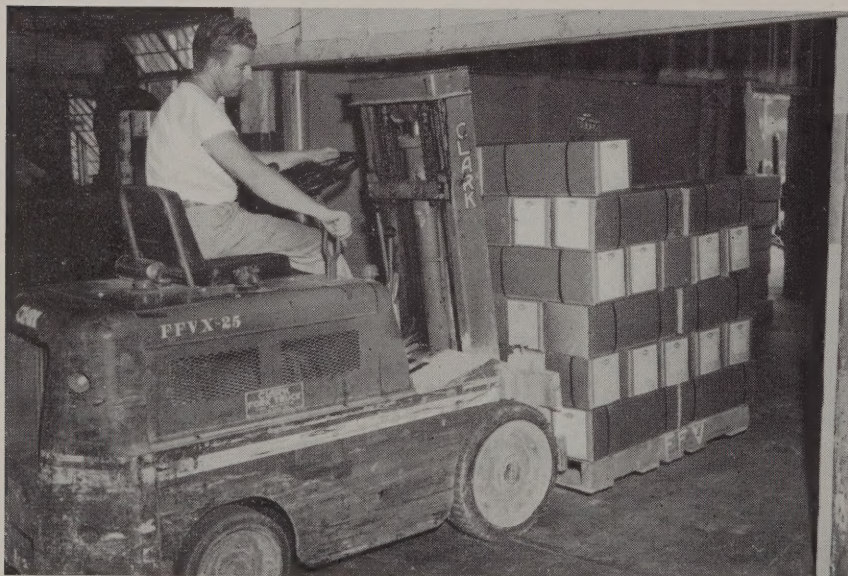
(See accompanying page of pictures.)

The first step (not pictured) is mixing the gel or cement. Then come the Banbury mixers (picture No. 1). Here the gel is combined with wood flour and other materials and color is added. Next the material, now in solid color, is fed through a scratcher which shreds it. It then goes into storage bins until needed. Each color is kept in a separate bin.

Colors of the base mix are selected as wanted from storage and taken to the blender where they are mixed according to formula and then conveyed to the jasper sheeter (picture No. 2). The particles of linoleum of various colors can be seen in the upper part of the machine. The striated colors resulting from the pressing of these bits into a sheet can be seen on the finished sheet coming out just below operator Ronald Swanson's left hand. (The word "jaspe" [jass-pay] relates to the characteristic streaks of color seen on the sheet. The word originally comes from "jasper", a kind of vari-colored quartz.)

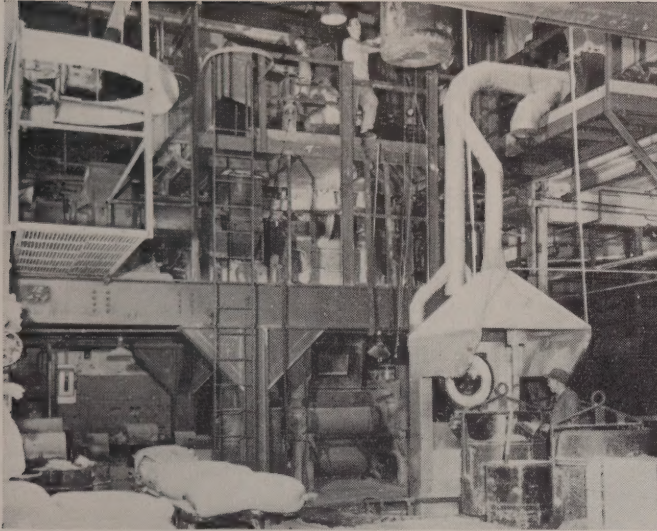
The oblong sheets of jasper are next conveyed to the marble calender (picture No. 3) and fed into the machine. The machine uses heavy pressure to change the striated colors into the popular marbleized patterns. The linoleum sheet then travels directly into the rotary press where more heavy pressure bonds it to its felt base. Picture No. 4 shows linoleum which now has the felt base.

In the next step the linoleum is unwound again and fed into huge ovens (not illustrated) for curing. From the ovens it goes to the final operation where a protective coating first of lacquer and then of wax is applied (pictures 5 and 6). The linoleum is fed from a roll into the lacquer unit. The lacquer is dried at once as the sheet moves slowly through a long, enclosed oven. The material then passes under the waxer, its final processing, and continues to the end of the machine on an endless belt conveyor, being cooled by fans as it moves along. The finished linoleum is rolled up at the end of the conveyor and is now ready for cutting into manageable lengths, to be shipped out either as linoleum yard goods or sent to the Tile Press for cutting into tile.

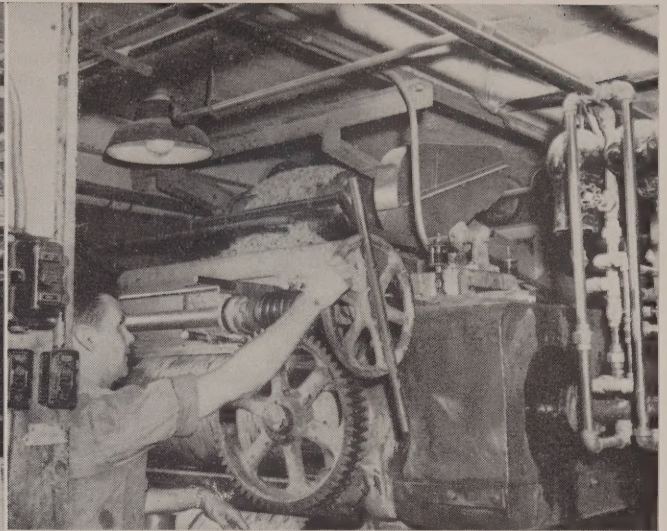


Ready for the Shipping Department. Ernest Smith, Clark Fork Lift Truck Operator, picks up a pallet of Duotone Tile boxes all wrapped and labeled and ready for shipment.

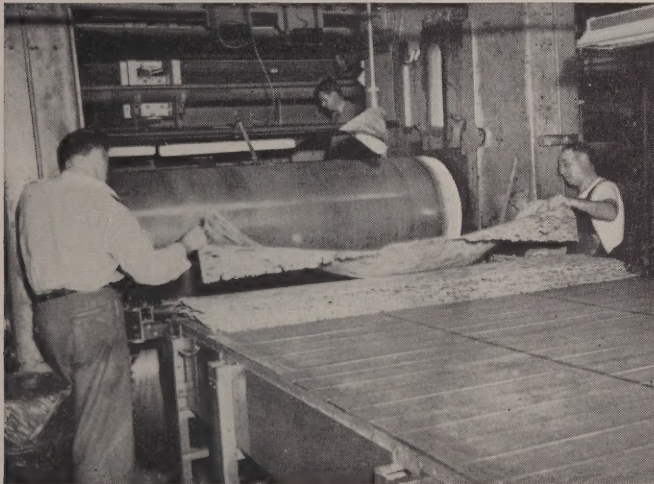
Steps in Making Linoleum



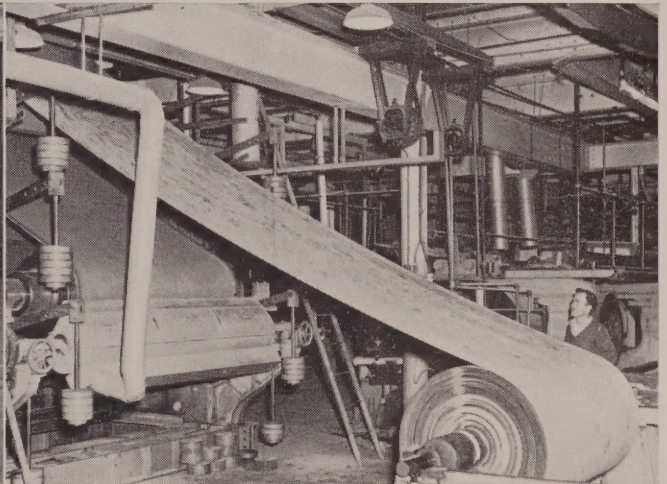
1. Armand Fortier, Weigher, sends up a drum of mix to Banbury Machine Operator, Jerry Sanfilippo.



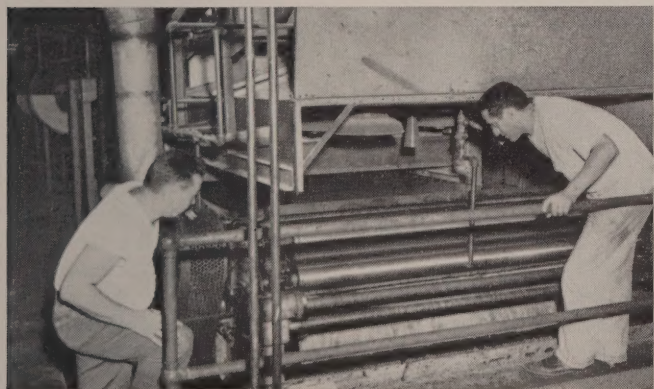
2. Ronald Swanson operates the jaspe sheeter.



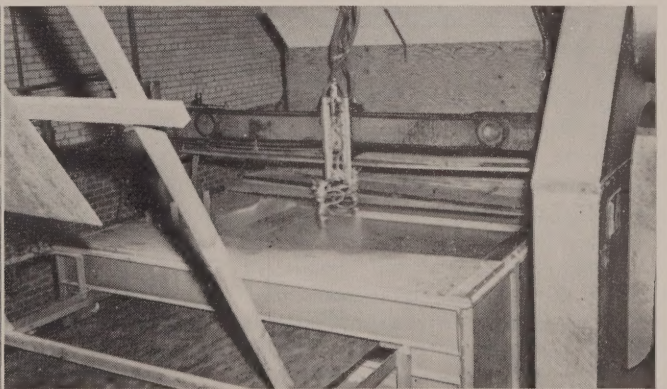
3. Joseph Doran, left, and John Mullen, right, feed the marble calender with jaspe sheets.



4. John McLatchey inspects the finished linoleum sheet as it leaves the rotary press.



5. Operators Garnet Patterson and Nicholas Ferrara are checking the lacquer unit of the lacquer-wax machine.



6. The automatic waxing equipment dashes busily back and forth spraying an even coating of wax over the width of the sheet.

Blanchard Heads Flooring Local



John T. Blanchard

OFFICERS for the ensuing year were chosen by Local #1384, CIO, at the regular annual election held at the Flooring Plant on August 26th. John T. Blanchard of Rug Finishing (FFR) is the new president, who succeeds the former president, Albert Procaccini, recently made a foreman. Mr. Procaccini's unexpired term of a few weeks was filled by Acting President Howard Johnson.

The other officers of the union named at the August election are: Vice President, Lawrence White; Recording Secretary, George Kinsman; Financial Secretary, Leon Schensnol; Sergeant at Arms, Frank Miloszewski; and Negotiating Committeeman, Michael D'Espinosa.

Representatives are as follows: Divi-

sion I, Clayton Abar and Louis Coburn; Division II, Frank Miloszewski, Walter Hansen and John O'Donnell; Division III, Benedict Devine and Joseph Fanning; Division IV, Leo Padduck, Stephen Wosniak and Russell Richall; Division V, Bronis Mackys and Fred Silvernail; Division VI, Wallace MacDonald and Anthony Grinavic.

John Blanchard, new twenty-eight-year-old president, has been with Bird & Son going on three years and has always worked in the same Flooring department. He is a Winder Man. He had not held union office before.

Mr. Blanchard is a native of Windsor, Ontario, although he came to the United States, to Detroit, at the age of five and is an American citizen. He went to school in Kirksville, Missouri, where he attended St. Joseph's Preparatory College. Not long afterwards he entered the Army and saw service with the combat engineers in the Philippines. Before going overseas he married. His wife is a registered nurse who was living in New York, where John also lived for a while before entering the Army. Mrs. Blanchard has been on the staff of the Norwood Hospital for a period. The couple now make their home in Dedham. Before coming to Bird & Son, Mr. Blanchard had worked at the Winslow Bros. & Smith tannery in Norwood.

John, in common with many young men, claims sports are his hobby. He says baseball and hockey are his favorites and these not necessarily from the grandstand. He would rather play the game than watch from the sidelines.

William Morrissey

WILLIAM MORRISSEY, who retired in 1941, died on August 18th, well past eighty years of age. Mr. Morrissey had worked for Bird & Son steadily from March 29, 1910, until the time of his retirement, a total of thirty-one years. His work was at East Walpole, in the early days on a team, later on trucks, and he worked for some years as a yard laborer.

For the past twenty years Mr. Morrissey had made his home with a married daughter, Mrs. Vincent D'Espinosa, on Gould Avenue, East Walpole. Both the daughter's husband and son are employed here at No. 1 Box Shop.

Funeral services were held from St. Mary's Church, East Walpole, August 20th, with a solemn high mass of requiem.

Victor Makela

VICTOR T. MAKELA, retired Norwood Roofing Plant employee, died September 1st at the age of sixty-eight. He had retired last February because of poor health, after working at Bird & Son for a total of forty-one years.

Mr. Makela originally came to the company in 1907, starting at the Roofing Plant where he always worked. Most of his years of service were spent in the Finishing Department of this plant, although he also worked on No. 1 Machine and in his last years of employment in the Oiling and Cleaning Department.

Funeral services were held Sunday, September 4, from his home on Mylod Street, Walpole. Mrs. Makela, the former Elina Anttila, survives him.

Duotone Tile

(Continued from page 2)

President of the East Walpole Union. In 1941, Mr. Walker, who had entered his idea as a suggestion, received a New Product suggestion award of \$1000. At that time the material used was Chromalin and the product was named Duotone Chromatile. Bird & Son did not make commercial runs of linoleum until after the war in 1947. On August 1, 1949, the company went into regular production of linoleum

tiles in the Duotone style. Business in this item looks so good that two shifts are being operated.

The linoleum in Duotone Tile is exactly the same linoleum as the material you buy in a roll by the square yard. One piece of linoleum coming off the lacquer-wax machine (its last process) may be sold by the square yard for a solid floor covering and the piece next to it may be cut off and sent to the slitters to be made into tiles. When you put Duotone on your floor it requires the same care as any linoleum. No more, no less. As Bird &

Son stands behind the quality of its linoleum, so it stands behind the quality of its tile. It is one and the same thing.

Salesmen are by nature enthusiastic. And our salesmen are more than enthusiastic about Bird Duotone Linoleum Tile. They say this is the hottest item to hit the Linoleum Tile market in a generation. Their enthusiasm is already reaching back to the productive men, who are apt to be conservative in their statements. One of them was heard to mutter the other day, "It's terrific. It's colossal."

President's Message

IN a unique effort to protect the jobs and wage standards of union members by keeping sales high, a union representing 2400 employees of a New York department store has voted to place newspaper advertisements, sponsor an essay contest and mail out 10,000 letters, all with a view toward urging more people to buy at Wanamaker's.

The union president explains how the project originated within the union membership and is being carried on without any financial assistance from management.

"Our members have always recognized that the only way to keep their jobs safe and their economic conditions high has been to cooperate with the management in making Wanamaker's the best place in the city in which to shop."

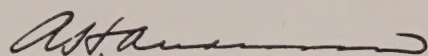
It goes without saying that the store management welcomes this practical expression of both loyalty and intelligent self-interest which the employees are thus displaying.

There is a lesson here for all of us at Bird & Son, hourly paid and office workers alike. We have always been known as a conservative New England concern which has depended upon the quality of its products to sell the goods we manufacture. You may have seen recent advertisements of ours, however, in such national magazines as *Life*, *Saturday Evening Post*, *Ladies' Home Journal*, and others. This is a new policy of your management. We are going direct to the consumer with our story.

At the same time it is strictly in keeping with the best sales tradition of *any* company for the people who work for that company, from the president to the newest office boy, to be constantly on the job of advertising its products to possible buyers. I am not suggesting that our employees spend their own money in this fashion. I do believe, however, that every one of the three thousand employees of Bird & Son can be a one-man or one-woman sales promotion department.

I would not say this if I did not know — just as every one of us here knows — that the quality of all Bird products over the years has always been top-notch and has earned for Bird & Son an enviable reputation in the various fields of industry we cover. We know that once a Bird roof or a piece of floor covering is bought by a new customer, we will have, in that customer, a lifelong friend.

In today's highly competitive markets we need many more such customer-friends. Each of us can help our sales totals by telling friends about our products. In doing this we not only express our loyalty to the company, but we are doing what the union president in New York declared — we are keeping our jobs safe and our wages and other standards of employment on the high level we want them.



President

Chinese Student Sees How We Make Paper

NEARLY two thousand years ago the Chinese invented paper making. Now after all these centuries have passed, the Chinese are sending their young men to the United States to study the very thing which they themselves first accomplished, the ancient Chinese invention of making paper. Only last month Bird & Son was host to a young Chinese who is studying American methods of paper manufacture.

Shao E. Tung this June had just completed his year of graduate study in paper and pulp at the University of Maine. He decided a good way to spend his summer vacation was to visit nearby paper mills and see the operations at first hand. Bird & Son was the twenty-fifth paper manufacturer in New England which the enterprising Mr. Tung (pronounced Tong) visited. With the permission of the executives he was shown around the East Walpole Mill and Laboratory. Edward Power, who showed him around, reported he was much interested in our processes

and was an apt pupil. Later Mr. Tung also called on the Roofing and Flooring plants, where paper in the form of felt is a basic material used. Then he went to Phillipsdale to see the felt manufacture.

Mr. Tung's comment on Bird & Son afterwards was that we were one of the three best companies he had seen. He spoke especially of the cooperative, friendly attitude of those who showed him around. He would not say, being a diplomatic young man, who the other two excellent companies were, although he mentioned the S. D. Warren Company of Boston, manufacturers of fine paper, as being very helpful.

Asked why he chose the University of Maine for his graduate study, Mr. Tung simply remarked that this institution has a fine reputation in China. He is spending two more years in this country before going back to his native land. This fall he enters the Massachusetts Institute of Technology, where he will study chemical engineering.

Shao E. Tung prefers to call himself Tung, Shao E., as Smith, John J. That's because Tung is his family name and the family is very important in China.

He comes from Shanghai, famous city on the north central coast of China. After completing his studies at the National Chiao Tung University in Shanghai in 1942, he worked in a paper mill for two years on the Chinese Island of Formosa. The war cancelled his plans to study chemical engineering in Germany and after it was over, Mr. Tung said Germany was out and he then decided to come to the United States.

Mr. Tung speaks and understands English very well. He said he learned his ABC's in high school, much as we learn French, for example — that is, not very well. It was not until he found that he had to use this foreign language that he became fluent in it. To American ears he speaks not with an accent, as Europeans do who are unaccustomed to English. Rather the difference is in inflection, a sort of sing-song quality peculiar to the Chinese language.

It is easier for a foreigner to visit American mills than for a native, Mr. Tung said. He said he thought he had the advantage because American manufacturers were not afraid of competition from a Chinese student.

Mike Diesso Talks His Trees into Growing — he says . . .

WHEN the Review photographer and I arrived that morning at Michael Diesso's in Sharon to see his nursery, he came out of the house to greet us right away. Although he was on the night shift that week—he drives a tractor at Flooring—he'd already been up for some time.

Mr. Diesso led the way through a little gate beside the house, which is appropriately located on Garden Street. There in neat rows were hundreds and hundreds of little trees—all of them evergreens, the kind you use for landscaping around your house. Each tiny tree was no more than three feet tall, many not more than twelve inches. And every square foot of Mr. Diesso's half acre of land seemed to have something growing on it.

In the plot nearest the road were American arbor vitae treelets, looking very healthy in spite of the drought and no artificial watering. They can stand a lot of dry weather, we were told.

"I keep talking to them so they grow," Mike said with a smile.

But Mike said he wouldn't dig up any now for transplanting to someone else's place until we have a good rain. He likes to be sure his trees will live when they leave him. Asked about

bugs, Mike said few insect pests troubled them.

It was amazing to see the number of varieties of evergreens at different stages of growth he had in half an acre. Besides the arbor vitae there were quite a number of moss cypress, both red and white cedar, and more kinds of spruce than the average person would guess existed. Just when we thought we were beginning to recognize a few varieties ourselves, Mr. Diesso would say in his quiet way, "No, that one over there is a blue spruce. These are Norway spruce and next to them are Chinese spruce. Notice the difference."

The Chinese variety did look smaller than the Norway spruce, although Mr. Diesso pointed out they were the same age. Also their needles were brighter green.

Mr. Diesso was a little vague when asked about selling his trees. He said again, "This is my hobby." Besides, most of his trees are too small yet for the market. Mike's chief concern was to get more land. With every inch taken up now he's got to have more space if he wants to grow more trees. Trees take time. They aren't like vegetables or flowers, which the garden lover can grow anew each spring. Last



Mike Diesso of Flooring is never happier than when he is spending his spare time in the midst of his young trees on his half-acre nursery next to his house in Sharon. If you remark about how much work these trees must take, Mike smiles deprecatingly and say, "This is my hobby."

years' cuttings are still growing and taking up space the following spring.

Cuttings are the source—rather than seeds—of Mike Diesso's trees. The rarer varieties he has to buy; the commoner cuttings he makes off trees on his own land or locally. Mike demonstrated how you start a spruce. You just cut off a sprig, which he did with a handy jackknife. It looked very simple but we were sure there was more to it than that. The cuttings are dusted and then planted in sand and peat moss where it is wet and shady. Mr. Diesso pointed out the greenhouse where he carries on the propagation of new trees. When the little trees are ready, he sets them in the ground where they grow about a foot a year. Every two years they have to be transplanted.

After we had looked at the nursery and Mr. Diesso had posed for his picture in the midst of his hobby, so to speak, he showed us what he could do with trees in front of his own house. He reeled off the names: cypress, Japanese yew, boxwood, hemlock, cedar, two kinds of spruce and rhododendron. It was quite a display.

"I like green around the house," Mike explained. "During the snow it



Michael Diesso has several varieties of spruce in this row along the edge of his evergreen nursery. The one he is tending is a Colorado spruce, three years old. The large spruce in back of the little ones is not one of Mike's cuttings, but an older tree he is experimenting with.



Do you buy things? You are a "customer."
Do you make things? You are "labor."
Do you own things? You are a "capitalist."
Do you vote? You are "government."
Your only label is "AMERICAN."

The dollar you "earn" and the dollar you "spend" are the same dollar. "Prices" and "wages" are different labels that speak about the same thing--VALUE--the value you get and the value you give.

"America's wealth is our ability to produce. This business is part of America. Our job security depends upon the quantity, quality and efficiency of our production."

"How big is a dollar? It is as big as its buying power. It can buy only what is produced. A dollar that buys little production will buy little product."

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

"It's Up to All of Us" series courtesy of the Sheldon-Claire Co.

Quality Production

THE poster series just completed on our bulletin boards was undoubtedly sketched and printed many months ago, before anyone could have foreseen what business conditions would be like today. But the subject

matter is as timely as if they had been just whipped up yesterday. In a few words and in colorful pictures, these posters tell us that the key to better living for all Americans is efficient, high-quality production. The more we produce and the better we produce it, the more secure our jobs will be next

month and next year. It's not a new story, but it's certainly a very true one, as we are finding out this year. Good production means good business, good business means good steady jobs for everyone; and good jobs done conscientiously and efficiently mean good production. It's just as simple as that.

makes the house look like spring all ways," he said.

Mike Diesso has a green thumb, to be sure, but there is nothing green about his knowledge of his hobby. He has studied the ways of growing things at the Massachusetts experimental station at Waltham. A few years after he had come to America from his native Italy, he went to work as a gardener in Sharon. He was a gardener for thirteen years until coming to Bird & Son in the early 1940's.

As we were leaving, Mr. Diesso hospitably invited us to come back and look at his nursery any time. He says people driving by often stop and ask him what is the matter with the evergreens around their own house. He tries to tell them as best he can. He is genuinely fond of trees and is glad to impart any information that might be helpful. As a matter of business, we asked him how much an arbor vitae would cost if we wanted to buy one. Mike said the price is determined by the height of the tree. It runs from a little over a dollar a foot to \$1.25.

Whether Mr. Diesso ever makes a nickel on his little trees or not won't make a bit of difference to him. Making the cuttings, starting the tiny new trees, tending them, transplanting them and above all watching them grow—that is what matters to him. For him it is a source of never-ending pleasure.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of October, and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
John Dower	10-1-05	Retired	54
Victor Purdy	10-12-07	Retired	42
Alice Fales	10-28-07	Retired	42
Jeremiah Cullinane	10-10-10	Retired	39
Nils Lindequist	10-10-10	Flooring Plant	39
John Foley	10-4-11	Retired	39
John P. Dolan	10-31-12	Box Salesman	37
Mary B. Foley	10-14-13	Office	36
Michael Curran	10-19-13	Retired	36
Michael Uzdavins	10-5-15	Paper Mill	34
Julia Dolan	10-16-16	No. 1 Box Shop	33
Michael Damules	10-16-16	Retired	33
Lawrence Doane	10-30-16	No. 2 Box Shop	33
George E. Smith	10-27-17	Asst. Supt.	32
Catherine Brady	10-7-18	Roofing Plant	32
James Duda	10-14-18	No. 2 Box Shop	31
William V. Lewis	10-1-19	Paper Mill	31
Nicola Benedetti	10-6-19	Maintenance	30
J. Harry Godkin	10-7-19	Maintenance	30
Joseph Uzdawinis	10-27-19	Flooring Plant	30
Dimon E. Merrill	10-4-20	Credit Mgr. & Asst.	29
Sulo E. Salomaa	10-8-20	Treasurer	29
J. R. Maraist	10-3-21	Power & Steam	29
Raymond C. Call	10-6-21	Flooring Sales	28
Severio DeChellis	10-5-22	Roofing Plant	28
John W. Walsh	10-11-22	Retired	27
Antonio R. Unaly	10-17-22	Retired	27
William F. Doyle	10-22-22	No. 1 Box Shop	27
F. H. Bagley	10-23-22	Maintenance	27
Andrew B. Center	10-25-22	Flooring Sales	27
Martin Kane	10-27-22	No. 1 Box Shop	27
Austin J. Quackenbush	10-5-23	No. 1 Box Shop	27
John C. Seastrand	10-8-23	Flooring Plant	26
Domenico Cisteneisno	10-9-23	Flooring Plant	26
F. Roy Cooper	10-15-23	Roofing Plant	26
James Garner	10-15-23	Office	26
Hugo Salomaa	10-16-23	Flooring Plant	26
Guptill C. Fillmore	10-18-23	Flooring Plant	26
Joseph H. Daisley	10-19-23	Flooring Plant	26
John H. Waltonen	10-19-23	No. 2 Box Shop	26
Michael J. Flaherty	10-22-23	No. 1 Box Shop	26
Peter Flaherty	10-26-23	Flooring Plant	26
Carl A. Brennan	10-29-23	Finishing Mill	26
Kenneth L. Stuber	10-18-24	No. 2 Box Shop	25
Santo Columbo	10-10-29	Roofing Plant	20
Marian L. Kissell	10-21-29	Flooring Plant	20
Michael Arbarchuk	10-3-39	Maintenance	10
John L. Hutchins	10-5-39	Roofing Plant	10
Michael E. Downing	10-5-39	No. 2 Box Shop	10
Catherine A. Bellew	10-13-39	No. 1 Box Shop	10
Edward J. Kelter	10-13-39	No. 1 Box Shop	10
Aldo E. Bertoni	10-23-39	Flooring Plant	10
Francesco Mercanti	10-2-44	Maintenance	5

Samuel Wisocky	10-4-44	Paper Mill	5
Helen M. Pakarkleis	10-17-44	No. 1 Box Shop	5

PHILLIPSDALE

Charles Smith	10-6-16	Plant	33
Antone Sousa	10-9-16	Retired	33
David S. Lowry	10-5-22	Asst. to Supt.	27
Leslie E. Howard	10-10-23	Plant	26

CHICAGO

Erich Gach	10-14-18	Chief Chemist	31
Henry A. Brandau	10-1-20	Office	29
Geo. F. Campbell, Jr.	10-25-20	Office Manager	29
Thomas Heneban	10-9-22	Plant	27
William Bennett	10-2-23	Retired	26
Mary M. Hoey	10-29-23	Office	26

SHREVEPORT

I. V. Davenport	10-10-44	Plant	5
T. C. Dawson	10-31-44	Plant	5

BERRY ASPHALT COMPANY

Perry L. Haltom	10-9-39	Waterloo	10
William J. Oswalt	10-6-44	Waterloo	5
Gilbert Paeden	10-27-44	Waterloo	5

Motorists, Stop!

NOW THAT SCHOOL HAS STARTED—REMEMBER—

When approaching a school bus which has stopped to take on or discharge passengers, the law now requires you to stop immediately before passing no matter in which direction you are moving. Having stopped, you may then proceed to pass at not more than 10 miles per hour if you can do so safely.

This does not apply when approaching from the opposite direction on a divided highway nor unless the bus carries the "School Bus" sign.

(Editor's Note: This is a law in Massachusetts and is printed here because the majority of Bird & Son employees drives in that state.)

Finding Oil

Continued from last month. This concluding installment brings the oil up out of the wells and tells how and why it is stored on the lease.

The tall derricks are not always left at the well permanently. It depends on conditions of the well. Some oil formations are firm and well bonded together, while others are loose and what oil men call "unconsolidated." Oil flowing into the casing from unconsolidated sands brings with it a certain amount of sand. This has a tendency to settle in the casing, plug the perforations and reduce the continued flow of oil. It also causes excessive wear on pump parts. This means the pump has to be repaired frequently and the pipe cleaned out. It is cheaper to leave the derrick at the well in such cases, to remove the pumping equipment for repairs and put it back again.

On the other hand, oil flowing into the hole from well consolidated formations remains clean and cleanouts or pump repairs are infrequent. In these cases the derrick can be removed and used to drill another well. This is the case in the Pennsylvania oil fields where you may drive for miles in territories

thick with oil wells without ever seeing a derrick. Nearly all of Berry's active wells require permanent derricks.

In some oil fields, one large engine is used to drive a gear that pumps several wells by means of steel rod lines stretched along the ground and attached to the individual walking beams. This method is practical where the wells are shallow and the ground fairly level. Most of Berry's wells, however, are pumped by individual units that are placed at each well.

The Tokio oil at Waterloo and all of the oil produced at the Stephens leases is of such a nature that it has to be stored in tanks to prevent evaporation. Some wells produce what is known as pipe line oil in which there is very little water present. Oil from these wells is pumped directly to the lease storage tanks.

Other wells, however, produce a mixture of water and oil and this water is almost always salt water (indicating that these formations were at one time the floor of what we now know as oceans or seas). When the oil is mixed with water, a treating system is used to remove the water before putting the oil into storage.

In Open Pits

Over at Waterloo, the oil taken from the Nacatoch sand is of very low gravity. This means that very little is lost because of evaporation and therefore it can be stored with much less expense in open earthen pits. Also, a lot of sand is brought up with this oil and during the time the oil is stored in the pit, the sand has a chance to settle out.

This rather unusual oil at Waterloo is also extremely viscous (thick and slow flowing). It is far too heavy to be pumped through a pipe line by itself. Instead, it is mixed half and

Gathering pits for Nacatoch oil at the Waterloo field. This type of oil is of such low gravity that it can be stored in the open with very little evaporation. Most other types of oil have to be stored in tanks to prevent rapid evaporation, which would otherwise take place.



The oil at Waterloo flows from the well into one of these dump meters and then into the pit for storage. These meters measure the total fluid and are used to determine when a well needs attention either because the same quality oil is not being received or because the equipment at the well is worn and needs replacing. Oil flows into one side of this meter until it becomes heavy enough to tip the balance. Then while the second side is filling, the first side is flowing out into the storage pit. Every second dump is recorded on a meter, and this meter is read every twenty-four hours. When the production figures for the twenty-four hour period begin to go down, that's the sign that the well needs to be watched and checked.

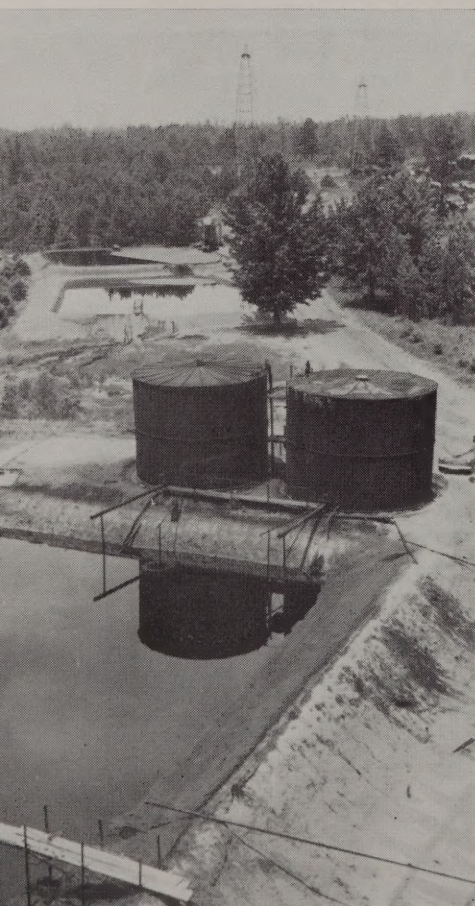
half with water which carries it easily through the line to the storage pits.

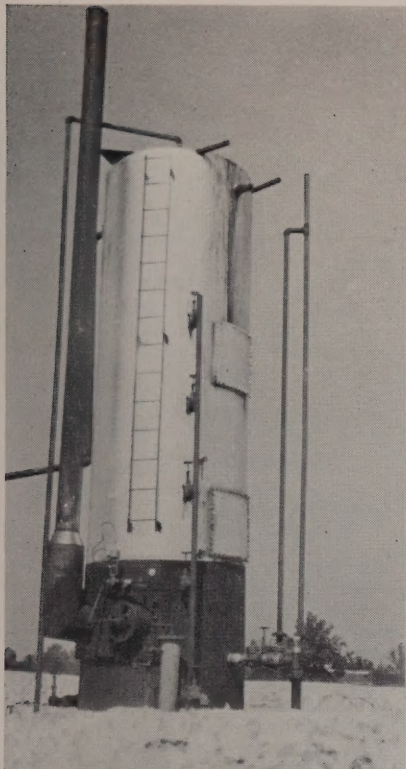
Whether oil is stored in tanks or pits, it eventually has to be pumped again to the refinery. This is done through another series of pipe lines, some of them extending for miles across the country-side to reach from the most distant storage areas to the refinery. The heavy oil in the pits at Waterloo has to be mixed once more with water before it can be transferred to the refinery, and of course the water has to be removed again at the Waterloo plant as the first step in the refining process.

Seven to One

You may wonder why they bother to store the oil at all on the lease. Why don't they pump it into a main oil line that would carry it directly to the refinery for storage?

The reason is that most oil and gas fields are not owned outright by the





A treater used at the Stephens field for removing water from crude oil before the oil is put into storage.

company which operates them, but as the term "lease" indicates, are actually leased to the operators. This lease gives the operator title to seven-eighths of the oil and gas which may be found

underground. Each lease usually provides that the operators may drill and explore for oil for a period of time (usually five to ten years) and, if oil or gas is found, the lease normally continues in effect indefinitely so long as oil or gas is produced.

When the new owner or operator takes possession of the land to produce oil, he is entitled to the profit from seven-eighths of the oil or gas produced and the other one-eighth profit goes to the original owner from whom the land was leased. It is this system that makes it necessary to measure the oil as soon as it is taken out of the ground. That's the reason for the storage tanks or pits on the lease. The crude oil is measured as it is pumped from underground to the storage area. From these measurements, the split-up of seven-eighths to the operator and one-eighth to the original owner is determined.

Necessity, Not Luxury

To those who have always lived in the East this story of the oil fields is the tale of another world. Yet oil is as common in Arkansas as fish in Gloucester, and paper in East Walpole. The chugging one-lung motors are part of the landscape at Waterloo and Stephens. They make the first link in the chain of processes that bring the rich black crude from deep in the earth to serve us in hundreds of ways. Without oil this machine age of today could not continue to function.



A modern pipeline pump at one of the Stephens locations. Robert Kehres is checking the engine oil for this unit which pumps the oil from the storage tanks to the refinery.



Roustabouts Wallace Bailey and Ray Arrington pull tubing at Berry well. Notice the lengths of tubing racked up behind Arrington.

Report Family Changes

Report to Personnel Office if —

1. You get married.
2. You have new baby, or other new dependent.
3. You lose husband, wife, or other dependent.
4. Your child goes to work and earns income of his own.

These changes mean you may have to change your income tax status.

Report to Group Insurance Office (at Credit Union) if —

1. You get married.
2. Your first baby is born and you want family insurance coverage.
3. You lose your wife.
4. Your youngest child reaches 19.

This list of course applies to you only if you belong to the Aetna Insurance Plan.

Plants outside Massachusetts: Report to your local Plant Office.

"Thrift is a wonderful virtue — especially in ancestors." — *The Sign*

"Inflation is nothing to worry about. It's just a drop in the buck." — *Harvey Stone*

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
HARRIET PHALEN
MARJORIE PYNE
DOROTHY McELENENY
JULIA LEWIS

First you see him and now you don't. We were glad, though, to catch even a brief glimpse of B. P. Soward, Shreveport Plant Superintendent, here on a business trip last month.

Jane Newman of Box Sales visited her folks at their home in Milwaukee, Wisconsin, during her vacation.

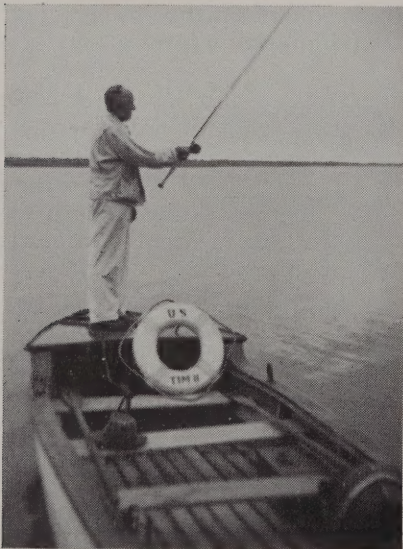
To May Harper of Cost Accounting we express our sympathy on the loss of her father, Herbert Harrison. Mr. Harrison, who also lived in East Walpole, died last month. In his earlier years, Mr. Harrison had worked for Bird & Son.

Marion Seastrand, Pat Curran, Elaine Monteith and Patty King all went vacationing to Falmouth.

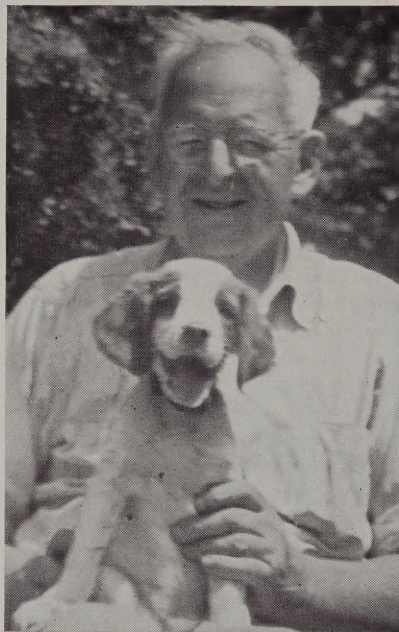
Julia Kucab went down to Baltimore for her two weeks. If we should remark about how hot it gets in Baltimore in the summer, it would be too much like the pot calling the kettle black!

Carl Larson, who came to Accounting this summer, swapped the heat of the office for the doubtful coolness of a hospital bed. With his appendix out now, Carl, at latest reports, was coming along fine.

The Island of Nantucket was the spot



It's the life of Riley for Riordan these days! Tim Riordan, who retired last December as blacksmith at E. Walpole Maintenance, can be found most of the time this summer resting, fishing and in general enjoying life at Falmouth on the Cape. Tim says his health is fine and asks to be remembered to all the boys. Note the name on the boat life preserver — Tim II.



Skip of Tyhaven. C. E. Tyson, recently retired Flooring Representative, so labels this snapshot of himself and his new pup. Readers may recall the picture of Mr. Tyson in the April Review, being presented by his associates with a purse tied to the neck of a linoleum dog, on the occasion of a party in his honor. The purse, designated for the purchase of a hunting dog, has now produced the above Skip. Accompanying the snapshot was this verse:

One thank you for the wonderful gift,
Another for the thought.
A dozen couldn't tell you all the
Happiness he's brought.
(Signed) C. E. and the Tysons.

Cathryn Dowdie, Teletype Operator, picked for her vacation.

Eddie Readel drops into the office now and then, although he is on the road most of the time in the central part of Massachusetts, carrying the good word about Bird boxes.

Santo Damico, Office Janitor and formerly of the Flooring Plant, has one of these reunited-after-many-years stories in his own family. This summer he and his wife visited Mrs. Damico's sister and family at Depew, New York. This was the first time the sisters had seen each other in thirty-seven years. Neither knew where the other lived in America until addresses had been exchanged through another sister back in Italy. Sara Colista had married Santo Damico when her sister Agatha was only nine. The Damicos came to America. It was not until many years later that Agatha, now married herself, joined her husband, Anthony DiBernardinis, who had preceded her to the United States.

Congratulations to Bill Koehler, who completes thirty-four years at Bird & Son this month. Bill is back from a fine three weeks' vacation, spent relaxing at home.

Back at her desk looking fine after her sojourn in Maine and Prince Edward Island, is Florence MacDonald.

Pvt. Walter McGrath is out on the West Coast at Ft. Lewis, Washington. He is with the 23d Infantry Regt.

Barbara Proctor of the Credit Union drove with her mother and brother to California during the month of August. At Redondo Beach, California, the Proctors visited the Thornells, who used to live in East Walpole. On August 13, Barbara acted as bridesmaid for Anne Thornell, who became the bride of George Beyer.

Fran Buccilli's heart was broken when, during one of the heat waves this summer, her goldfish up and died. The water just got too warm for them, that's all.

Julia Smith, ardent VFW worker, was a delegate from the Norwood post to the National VFW Convention at Miami in August. What happened when Julia and the hurricane met, we have yet to find out.

Camera man Walter Hartig photographs and flash-bulbs all through the heat of the summer. Then comes a cool day and he quietly takes to his bed. Kidding aside, however, we're sorry to hear that Walter is down and wish him a speedy recovery.

Elliott (Skip) Middlebrooke enjoyed his vacation at his parents' home in Swampscott.

Frank Molinari vacationed at White Horse Beach, down Plymouth way.



"The beast was huge — ferocious — you should have seen the fangs — and the claws on that bear! But I just put my two hands around his neck — like this" It's none other than Phil Macchi, head of the Design Department in the Flooring Division. He was in Saginaw, Michigan, working with Sales Representative Bill Tyson, and had just completed a design presentation to the Eidelman Bros. organization when this gag was staged.

Lillian Pearson Moberg, looking very well, showed us that she hadn't forgotten Bird & Son when she dropped in the other day to say hello. Lillian formerly worked in Stenographic. The Mobergs live in Palmer where, Lillian, tells us, she is often reminded of her old company. Nearly every day she sees a familiar BIRD truck rolling through.

Sales trainees who are now getting in some roadwork are Paul Martin, Lucien Erickson and John O'Leary.

Genevieve Kennedy enjoyed the salt sea air and sunshine down at Wareham during her vacation.

August 19th was an eventful day on the top floor of the No. 2 Box Shop Building. One of the girls was about to be a bride, another was leaving and a third had a company anniversary.

Alba DeChellis of Billing, the bride-to-be, was presented with a silver sugar and creamer from her co-workers. Alba became the bride of Raymond Paquette of North Walpole at the Church of the Blessed Sacrament, Walpole, on August 21st.

Ruth Fulton, who left to keep house full time, was presented with a lovely bouquet and a savings bond.

Ruth Perkins was surprised with an armful of posies and many best wishes on her tenth anniversary with the company.

Mary Curran is receiving best wishes on her engagement to Edward "Rusty" Cotter of Jamaica Plain.

Vacationists: Marjorie Pyne took to the White Mountains and Ruth Wilson to East Jeffrey. N. H. Marjorie Lamore spent a week taking in the wonderful sights, sounds and smells of Gloucester.

Mr. and Mrs. J. Robert Anderson proudly announce the adoption of a 3½-months-old baby boy, whom they have named Paul Robert. Bob is a department head in Cost Accounting. Many office people remember his wife, Olive, who worked here during the war in the Cost Department.

PAPER MILLS

THOMAS FLOOD	PETER GLEBUS
EDWARD GERAGHTY	DOMENIC MCKENZIE
FRANK NYBORN	JACK HOLLIDAY
GEORGE LAMORE	CAROLYN DELANEY
EDWARD WISNIEWSKI	NINETTE PETRONI
EDWARD POWER	

Our young Chinese friend, Shao Tung, who has been observing the paper machines and papermaking in general, shows that he retains what he learns. One hot evening recently he walked into the Club in East Walpole and after looking up and down the bar, he exclaimed: "They could use some of that FOAM KILLER here."

Frances Simpson of Athol and Ruth Bishop of Cape Elizabeth, Maine, were recent visitors to the Mill Office.

Herman Nordstrom is on a trip to California at the time of this writing. From the cards he has been sending back from parks and other points of interest, it sounds as though he is having a wonder-full time.

Johnny Ambruskevich, Paper Machine No. 5, says his wife has the largest pocketbook he has ever seen. He takes his check home, she opens the pocketbook, he drops the check into it and — zip, it's closed like the mouth of an alligator.

Charlie Grover spent his vacation in Wassasset, Maine.

Ed Wisniewski reports catching a baby striped bass, weighing 18½ pounds, at the Sagamore Bridge, Cape Cod Canal.

Jenney Wasilunas spent an enjoyable week taking day trips to Nantasket Beach.

Alec McDonald came in to see the boys and was looking great. Says he expects to be back to work soon.

Helen Shimsky, deciding it was cheaper to pay for a car than to support a New England bus, now drops quarters in her piggy bank instead of in the fare box. And she drives her own new Chevrolet coupe in the bargain.

The steelwork of the new Power Plant



Maj. Arthur J. Bushell, Troop Commander, First Company, Governor's Horse Guard, State of Connecticut, center, looks on as the lieutenant governor cuts the cake. At right is Maj. Gen. Frederick G. Reincke. The occasion is the Connecticut Governor's Day celebration, when Maj. Bushell's troops, said to be the only cavalry outfit in the country, were reviewed. Arthur J. Bushell is a Sales Representative in our Container Division. In fact, Arthur has been with Bird & Son since 1924. His home is in West Hartford.

— Photo courtesy the Hartford Times

keeps climbing higher and higher. If only they worked at night, the Rust Engineering boys up there on those beams could just sit and watch the stock car races over at the Norwood Arena. Then give them a couple of weeks more and they'd be able to see the Foxboro harness races for free!

Nice to have Bill Doyle, Bill Head and Arthur Lloy back to work after their recent illnesses.

Dorothy Lobisser of the Paper Mill Laboratory has just left for Great Lakes Naval



The Grazado children go for their first train ride. Left to right, Mary, 4, Bobby, 7, and June 9, were on their way with their parents to visit Mrs. Grazado's relatives in New Haven when their father took the picture. Bill, of Advertising Display, says the kids enjoyed the train ride very much.

Training Station in Illinois. She has joined the WAVES and we wish her all good luck.

NO. 1 BOX SHOP

JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEW

LORRAINE OLSON
EDWARD PADUCK
HENRY JOHNSON

Edward Paduck and Agnes Fraser both attended the VFW National Convention in hurricane-harassed Miami last month. Eddie, who works on the combiners, is a past commander of the Norwood post and Agnes, of Corrugated, is president of the Auxiliary at Norwood.

Tom Grady is now the proud owner of a Plymouth car. Tom says it is to take him to and from night school. (Tom says.)

Mr. and Mrs. Ralph Watson expected to move into their new Hutchinson Road home (Walpole) by September 1st. We wish Ralph and Ollie the best of luck.



Sun Canyon is a dude ranch at Warrensburg, N. Y., where these "dudes" from Bird & Son went on their vacation. L. to r.: Charles Harukewicz, Charles Sabonis, Peter Jakobowski and Robert Collins. The first Charles works on the Print Machines at Flooring and the other young blades at No. 2 Box Shop.

Welcome to Vin Lestan, who has been transferred to Repairman's Helper in the Solid Fibre Department.

Jim Loring and Larry Griffin are quite the fishermen — now that they have found a reliable fish market . . .

John White, retired Inspector, appears to be enjoying himself these days driving a new Pontiac around town.

Larry Disnard, of the Combiners, and his wife, Norma, who works in the Office, spent their vacation at Dennisport.

All our vacationers have reported "some fun." Andy Center visited Hampton Beach, N. H.; James Loring and Larry Griffin went to the Cape; Jerry Tohosky traveled in Maine, Vermont, New Hampshire and Canada; Jim Capone visited New Jersey; and Percy Spiers went to Rockport.

Angela Benedetti reports a restful vacation at Sandy Island, Lake Winnepesaukee.

The Gus Hogans vacationed at Lempster, N. H. Could it be, Gus, that the Braves drove you into seclusion?

John Grusheski motored to the nation's capital, taking in the points of interest around Washington and vicinity.

Ed McDonald has gone back across the sea to Ireland to live, after many years here at Bird & Son. Whether he watches the sun go down on Galway Bay or some other part of the Emerald Isle, we wish him much happiness.

Frank Hemmer — how does he do it! He goes away on vacation and comes back sporting a neat, green DeSoto.

NO. 2 BOX SHOP

ELNA GOTTBERG
A. D. SMITH

JOHN McGRATH
BERTA KUGEL

BARBARA COYNE

Dan Delaney and family enjoyed the month of August. They were at Harwichport down on the Cape.

Al Dorci is recuperating at his home in Dedham from injuries received in an automobile accident.



William Justin Grinavic is the son of Billy Grinavic and grandson of Justin Antonitis, both employed at No. 2 Box Shop. He is just six months old in this endearing picture.



This pretty little miss with the big brown eyes is Patsy Solbo's daughter, Patricia. Patsy works at No. 2 Box Shop.

Patsy Solbo spent his vacation building himself a new garage.

Betty and Ed Jankowski took a trip through the New England states and into Canada. In Quebec they visited the famous shrine of Ste. Anne de Beaupre, to which thousands of pilgrims go each year.

Frank LaCivita and family spent three weeks at their summer home in Pocasset.

Congratulations to John Clancy, who completes forty years of service with the company this month. Forty years is certainly a record to be proud of, John!

Edna MacCallum has returned to work after several months out with an arm injury.

No more Packards for Marius Arildsen. He's sporting a 1948 Buick Roadmaster convertible club coupe.

Clair Timpany, stamp collector, attended the stamp exhibition held recently at Horticultural Hall, Boston.

Larry Doane is the proud owner of a '49 Chevvie, in which we wish him many miles of happy driving.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

Two busy men during their vacations were Rosario Campagna and John McDonald. Rosario painted his house and John started building his new one on Pemberton street, North Walpole. This is near his old home.

Back from Prince Edward Island, Ed Jones reports fine swimming in the open ocean with the water at 70° F. That sounds a little fantastic to us who have suffered chilblains at Hampton, Old Orchard and Nantasket!

Wilmer Comstock is now driving a brand new Mercury.

Albert St. Cyr spent his vacation jumping the breakers at Hampton Beach.

The evening of August 23rd, Dorothy Dargan was surprised with a miscellaneous shower in honor of her approaching marriage to Thomas O'Toole of Roofing Shipping. Wentworth Hall, Islington, where the party was held, was decorated in pastel colors. Dorothy received many useful and beautiful gifts from relatives and friends gathered for the occasion. One of the highlights of the evening were songs by Dorothy's mother, who has a fine soprano voice. Dorothy plans an October wedding.

Remember what a hard time Stan Sallie had with his well at his new Manomet place last summer? This year the well is a success, bringing in a steady amount of clear, cool water. "Hi, neighbor! Have a drink of water!"

It was thirty years since he had seen her. She was a young girl then — it was before she became a school marm. The years passed, but he had never married. Then they met again and he discovered she too was still single. So Harry Odione and Leita Sawyer were married in Winchendon the 2nd of August before a small family gathering . . . Ah, romance!

Mary Driscoll spent a pleasant vacation at Easton's Beach, Newport, R. I., where she stayed at an inn with friends. They enjoyed the swimming and seeing the estates at this famous and wealthy resort.

Our sympathy is extended to William Gordon, retired, on the loss of his wife last month. Bill and Mrs. Gordon had been living in Warner, New Hampshire, since his retirement last year, but since Mrs. Gordon's death he has come back to East Walpole to live.

John Colaneri responded to the call of the Far North by driving to Canada on his vacation.

Ernest Zinkowski of the Granule Plant, his wife and two-year-old son spent some time this summer down on the Cape, where Ernest is building a cottage.

Among the last to take a vacation at Maintenance is John Faulkner, who spent three weeks in Nova Scotia. Plenty of rain there, says John, and they had a good potato crop.

John Sigmund spent his two weeks getting the roof on his new home.

Ed Wenstrom toured Maine and New Hampshire, while Mar Phillips traveled in Canada and saw Niagara Falls.

Those who went away, but stayed put when they got there included Attilio Tronti down at Wareham for two weeks, and Ralph Kemp and Nelson Bartlett at their camps in Maine.

At this writing Tom MacDavitt has a superb-looking Lincoln Zephyr for sale. If you listened to Tom, you'd think that car could do everything but talk.

We were saddened by the death of William Haggerty's father, who passed away last month. We offer our sincere condolences to you, Bill.

No. 9 Machine has been the center of much activity this past month. It has been renovated and remodeled to run shingles instead of roll goods. After several weeks of

toil by our mechanics, aided and abetted by men from a Taunton engineering outfit, No. 9 was producing a good number of shingles by the end of August.

We were pleasantly surprised to have a former employee, the former Anna Marie McLatchey of the Maintenance Office, visit us. She is now Mrs. Donald J. Gillis and has a fine young son. Her husband is a former Navy man and they make their home in Randolph. 'Twas nice to see you, Anna. Drop in and see us again.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY DOROTHY HAWES
RICHARD ELLIS CLARENCE PHILLIPS
JAMES CONNOLLY JOHN GROVER
CHARLES COBB RUSSELL RICHALL
 CHARLES NOVICK

Exploring new territory, Herby Johnson spent his vacation visiting his brother in St. Louis, Missouri. While in that state Herby devoted a day to touring President Truman's home town of Independence.

Donald Hurd has added a son, James, to his family. Joseph Giampa also has a new member of the family, a baby boy.

James Tennant is welcomed to the Research Laboratory, where he is working with Dan Adams. Paper products are his specialty. Jim comes to us from the University of New Hampshire, where he received a master's degree.

Flo Murray and Patricia Haste of the Office staff spent their vacation basking in the sun at Falmouth. The girls saved three jars of Noxzema for next year, as it rained two days while they were there.

We hereby express a belated but cordial welcome to the Design Department's latest arrival, H. Howard Heath. Howard hails from Needham by way of the Vesper George School of Art.

John Down spent his vacation motoring through the White Mountains, where he visited Denis Troisfontaine, a former Flooring employee.

Gordon and Clarence Russell spent their vacations at "home" in Nova Scotia. Stan Hayward was also Down East.

Al Hayward has started sulky racing at the Foxboro track. Hope to have more about Al and his horse in a later issue.

Basil McAusland and family spent three weeks' vacation at Swift's Beach.

John Grover broke his two-year stretch of no luck by landing an 18-pound striper. What do you say, Larry?

After spending quite a sum of money on cars without fenders or cars with half a motor, Joe Trudeau has just acquired a '47 Nash from Robert McColgan.

Mrs. Tom Folan presented her husband "Scoop" of our Lino Dept. with a baby girl, August 18th. They have named her Jean Kathrine.

The Allen sisters, Peg and Ann, spent their vacation at Dennisport with their Dedham cousin, Mary Kennedy. Here they enjoyed themselves singin', sunnin' and swimmin'.

Jerry Sanfilippo is the proud owner of a new Buick. "It's a beaut," says Jerry.



During the Red Sox-Yankees series at Fenway Park the first of August, Joe Eppich of Flooring Maintenance took several pictures of the players in action. Here is Ted Williams, just after he hit a double. He has hardly left the batter's box at the far left of the picture, but notice the direction in which the fans are looking—already watching the flight of the ball off to the right.

Eddie Phillips was overheard telling another tennis player whereabouts that he reached the quarter finals of the Kennebunk, Maine, singles tennis tournament during his vacation there. Nice going, Ed. We're glad some one around here can still play singles.

The Lab's Joe Wall spent his vacation watching his favorite ball club, the Boston Braves. Joe is indeed a real Braves rooster, second only to Mike D'Espinosa.

Mr. and Mrs. Larry Hewins spent their

vacation by driving to Biloxi, Mississippi, to visit their son Larry, Jr., formerly of the Research Lab, who is stationed there with the Air Corps. They returned with some nice snapshots.

Acknowledgments

Gratefully acknowledging and thanking you for your kind expression of sympathy.
Mrs. Henry Olsen and Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.
Mrs. Herbert Harrison
and Family

We wish to extend our sincere thanks for your expression of sympathy in our bereavement.

Mrs. William J. Haggerty
and Family

Gratefully acknowledging and thanking you for your kind expression of sympathy.
William A. Gordon and Family

The family of Mrs. Margaret Ellis acknowledges with grateful appreciation your kind expression of sympathy.

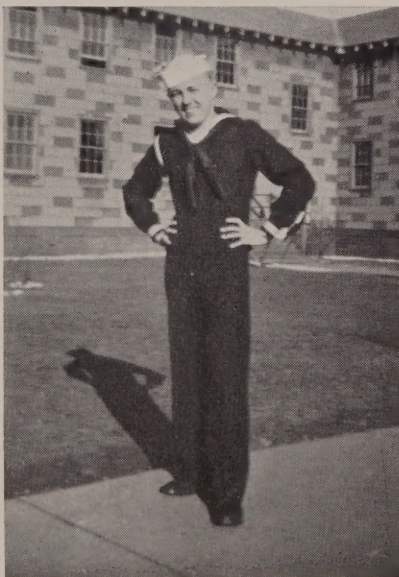
Your kindness and sympathy is more deeply appreciated than any word of thanks can ever express.

Mrs. Elmer Cole
Mr. and Mrs. James Loring

The family of William Morrissey acknowledges with grateful appreciation your kind expression of sympathy.

LOST

Graduate nurse's hospital pin. Red cross with gold edge, letters M. M. H. (for Mass. Memorial Hospitals). Finder please contact Isabel MacLeod, Dept. GH.



George Mingels looks every bit as happy as any recruiting poster, as he poses here at the air base at Pensacola, Florida, where he is studying aerial photography. George, who joined the Navy last fall, is William Mingels' son. Mr. Mingels works at the Norwood Flooring Plant.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY



The new Phillipsdale Chip Storage silo. See story below for explanation of how the equipment operates.

Wood Chip Storage for the Felt Mill

THE latest new equipment to be installed and put into operation at the Phillipsdale Felt Mill is the impressive chip storage silo pictured here. Into this tremendous storage tank can go enough wood chips to keep the Phillipsdale Plant running for two days. Until this new equipment went into operation a few weeks ago, the Phillipsdale Plant had been operating nearly on a hand-to-mouth basis as far as supply of wood chips was concerned.

Although there are hundreds of cords of pine logs stored in the Phillipsdale yard and although these logs are put through a chipper which cuts them into bits of wood about as big as the palm of your hand, Bird & Son does not actually buy the wood until the chipping process has been completed. The hauling of the logs, the feeding and operation of the chipper

are all done by our supplier. He delivers the chips onto a conveyor belt which you can see operating from the left-hand corner of the picture.

Just beyond the view of the camera at the left is the chipper house where sharp knives take pine logs — some of them as big around as a telephone pole — and with a great sound and clatter chew them into wood chips. These chips then fall onto the conveyor and start their journey into the Bird & Son plant. First they travel up the conveyor to the screens. The vibrating screens sort them out for size. Those which are too large are sent back on another conveyor (below the first conveyor) to go through the chipping process again. Those which are of the right size to pass through the screen may be handled in one of two ways, according to how the plant is operating.

If the plant needs the chips right away they are fed directly onto another conveyor which carries them through the base of the silo and up the long incline which leads out of the picture at the right. This conveyor leads to a set of scales near the roof of the building where the defibrators are located. Here the chips are weighed and then dumped into the bins which feed directly to the defibrators.

But if the mill is not quite ready for a supply of chips, if the operators are building up a supply of chips for storage to carry over during the operation of the second and third shifts, then the screened chips are fed into a bucket elevator. This series of buckets works like a water wheel, each bucket picking up its supply of chips, carrying them to the top of the silo and dumping them there into the huge storage tank. Between four and five hundred

tons of chips can be stored in this way.

The bottom of the huge storage tank is cone shaped. The chips are taken from the tank by opening a slide at the bottom of the cone. The chips pour out onto a slowly revolving round platform. At the point where this platform meets the conveyor a ductor blade pushes them off onto the belt conveyor which takes them to the scales and the smaller storage bins for the defibrators.

Phillipsdale Notes

The inter-departmental bowling league will get under way Wednesday, September 14. This is a wide open league—open to all Phillipsdale employees. If you are at all interested, see Manuel Oliver or come out to the Darlington Alleys any Wednesday evening from 7 to 9.

New cars reported this month include Joseph Ferreira's new Nash and Oscar Lambine's Chevrolet.

Herbert Black went into a drug store recently to telephone. After some delay he called the operator and told her he had had no luck in getting the correct number. She told him to wait a minute. He heard a jingle in the coin box and thirty-five cents was returned to him. Herb took the money and walked out. He wasn't interested in the number after that.

We are glad to report that Leonard Carlson is improving at home after a spell in the hospital.

Almost a hundred percent of the Phillipsdale employees took advantage of the Mobile Chest X-Ray Unit which was available at the plant on August 10. The unit and the technicians were sent by the Rhode Island State Department of Health and the visit to our plant was sponsored by the Rumford Grange.

Vacations include trips to Washington by Everett Rockwood and to Niagara Falls by Leon Eatough. We hasten to assure you that Leon was not on his honeymoon.

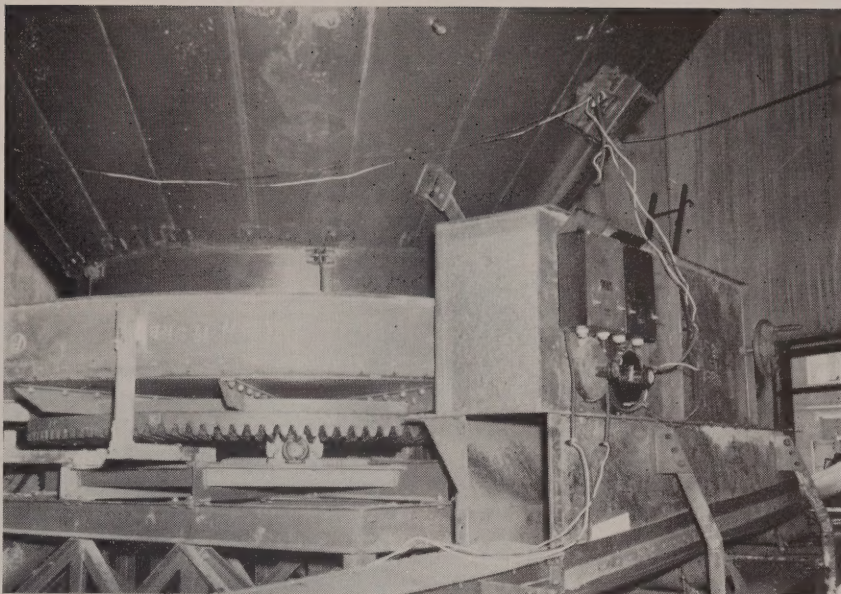
Howard Inman went to Ocean Grove and Manuel Oliver, Benjamin Pino, and George Condry all spent their vacations working on their new homes.

Carl Soderlund went to Matunick and Arthur Trudell made a flying trip to New York City.

Armand Roy, Joseph Faria and Joseph Marrier made day trips to local beaches so as to get out of doing too much work around the house.

It is reported that Les Tarbell now drives through Taunton on his way to and from Phillipsdale as he has developed a strong dislike to the Pawtucket Police Department.

Clarence Pierson was telling the boys on the Paper Machine about the 1906 Ford his family used to have. Clarence was only two years old but he told the boys he remembered all about a trip he took to Rocky Point. The tires at that time weren't as reliable as now. He said they had at least nine tires and they cost \$35.00 each. On one trip Clarence said he had to stuff



Interior of the new silo, showing the cone-shaped base of the storage tank and the rotating platform which transfers the chips to the conveyor. A small part of the conveyor (partly enclosed) is in the middle foreground and leads out the door at the right.

grass in one of the tires to get back home again.

A few months ago Manuel Perry and Alec Matonis left here early one morning to go to Warren, Mass. Manuel was reading the map and Alec was driving. After driving several hours they came to a junction marked "Alternate Route." This got them confused and after quite a bit of discussion they decided to take the "Alternate Route." They came back here late at night and Manuel was lame and stiff from the long ride. About thirty minutes later a Gould's driver came in and said he had seen Manuel and Alec way up in Vermont. Probably next time they will be more careful selecting their "Alternate Routes".

East Providence Industrial League

OUR horseshoe team has done very well. After defeating the top team, Socony-Vacuum, they finished in second place.

The softball team is at present in second place with three postponed games to play, which may very well put them up on the top.

When these teams go into the playoffs, we have high hopes of their finishing well up in the standing.

The golf team has fallen badly from second to sixth place as too many of our good players have developed lame backs. Next year we will try to get them to start training a little earlier.

Plans are being made for starting the bowling season and we expect to have most of last year's veterans with our team this year.

Uncle Sam Says



Pop's got his feet in the sand, not his head, because he's a payroll saver. He knows where his future vacations are coming from. There's no guesswork about his plans for security. Automatically every pay day part of his pay goes into United States Savings Bonds which will pay him \$4 for each \$3 in 10 short years. Security—future plans—will belong to other fellows like Pop unless you count yourself in with United States Savings Bonds.

U. S. Treasury Department

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Speaks

While installing a new distributor on his car, Willie Smith called on his wife to give him a hand and turn on the key. As he didn't make his instructions too clear, Mrs. Smith turned on the key and stepped on the starter. The timing was just good enough so the car would still run. Of course, at the moment Willie had a hand full of wires and as the points broke, Willie got a good shocking. This continued for what seemed minutes because Willie couldn't let go of the hot wires and Mrs. Smith couldn't hear his shouts to shut the engine off.

Al Harper has moved from San Antonio to Temple, Texas, where he has temporarily found a house for himself and family. Al is now very busy getting acquainted in his new territory, which covers East Central Texas.

We have received several interesting communications (and orders) from E. M. Dyess, our newest graduate of the sales training program, who is now living in San Antonio. Mimms will travel south from San Antonio down to the border of Old Mexico.

The Sales Department welcomes another trainee, John Donald Cook, lately of Ruston. Don has finished his work with the Sample Department and is now getting asphalt in his hair. By press time, we expect he will have moved along to work in the office.

* * *

Ollie Sherburne is back at his desk after a deep-sea fishing vacation on the Gulf of Mexico. The last day, his party went out to the Rip Tide, some twenty-five miles off shore, straight out into the Gulf. There they got into a school of dolphin and amberjack. There were four fishing stations on the boat and all four had fish strike frequently at the same time. Most of the time each line brought in two fish ranging from four to ten pounds each. In about an hour they had all the fish they could handle. The rest of the time was spent in trolling for the larger game fish. Ollie reports three bonitos averaging fourteen pounds each and one wahoo (a species of king mackerel) at thirty-two pounds. They also crabbed every day and caught plenty of white trout in the quiet water of the bays. Two small sharks, mullet, stingarees, catfish, croakers and speckled trout were included in the catch in the bay area.

The surf bathing was especially wonderful along a twenty-three-mile stretch of white sandy beach. Everyone got a fine suntan and no serious sunburn. When last seen back at the office, Ollie was trying to

(Continued in col. 3)



Dr. Jack B. Birdwell brought along one of his daughters recently to see our plant while he made his weekly visit. The next day everyone was asking who the pretty girl was. Naomi, who enters high school this fall, reports a fine vacation, part of which was spent in Florida and Havana. L. L. Williams took this picture.

Our Slip Showed

The following note has been received by the editor from the Review staff at Shreveport re. a write-up in the August issue:

"Due to the fact that our Big Bass Contest rules state that an entry fish must be caught on artificial bait, rearrangement of our notes to read 'caught with a minnow' . . . has almost caused Willie Smith to be ducked in Red River by other contestants . . ."

We apologize for our piscatorial ignorance, which led to this threat upon the life, or at least dignity, of Mr. Smith, and hope in the future to lead a more blameless life. The original item from Shreveport read: "The Big Bass Contest for January 1 to June 30 ended by Willie Smith taking the \$19.00 with a minnow (4 lbs.)."

(Signed) Editor

look over a three-foot stack of Rust Engineering construction invoices, accumulated during his two weeks' absence!

* * *

Joycelyn McEachern has just returned from a trip to Denver, Colorado Springs, and Estes Park, Colo., where she reported a very interesting, cool trip. They had snow and hail with the thermometer as low as 32°, although most of the time the temperature hovered around fifty.

Edwin Sompayrac plans to spend his week's vacation profitably — painting his house, installing drainage and building a new fence. Maybe we'll have some pictures later.

Grace Fuller has been very busy preparing for a second wedding in the family. Donald Hanley, her nephew, was married August 16 in Arcadia. Donald is attending Medical School in New Orleans.

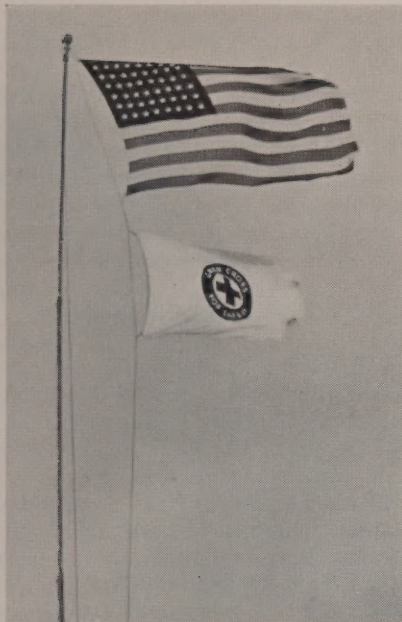
Frank Markham and family enjoyed a vacation motoring through Louisiana. They were visiting Audubon Park in New Orleans, watching the monkeys swim when a great crowd of people came racing past. Without a question, the Markhams joined in the race. Then the siren sounded and they speeded up a bit. At last someone volunteered the information that the Kodiak bear was loose. They REALLY did run then. No harm was done, however, and papa bear was again put in his cage. This reporter is very sorry that the camera Markham was carrying didn't just automatically take a picture of his flight for the Review.

They're at it again! When anything new comes along Gladys Bryan and Lucille McMurtry usually try their luck at it. This time it is painting china. Of course this isn't new to everyone, but after a glance at their first work, you are sure it is new to them. They hope to improve though — right away!

You just can't keep up with the activities of Helen Findley. Not long ago she promised us a picture of the dog house she was helping her son build for his German Police pup. When I reminded her of this promise not long ago she said, "Oh, the dog died and we are building a rabbit hut now. Just wait a few days!"

Before LaFon Colvin left last Friday she was given a surprise luncheon and shower by the girls in the office. Those enjoying the affair with LaFon were Grace Fuller, Wanda Outlaw, Gertrude Salter, Ann Eddie, Helen Findley, Vivian Wilson and Lucille McMurtry, and Marie Sloan of Rust Engineering Company.

Vivian Wilson spent her vacation resting and visiting Port Arthur and Houston, Texas. She went crabbing in Sabine Lake and visited the beautiful Shamrock Hotel in Houston.



G. D. (Dude) Davidson and Jack Cooper can well be proud of the planning and completion of the company flag pole installation. Here are Old Glory and the National Safety Council's flag hoisted to the masthead, standing out almost straight in a stiff breeze. The safety flag will fly at full mast until we have a lost-time accident. On August 12, 1949 it was 608 days since the last lost-time accident.

Another member of the Bird Family here at Shreveport is planning to take that final matrimonial step almost before we can send this note in. We wish all luck and happiness to Jackie Wise, our Night Cooling Drum Attendant, who will marry Nona Hinton, Friday evening, August 19, at the Mildred Crowe Memorial Baptist Church.

Jake Brown reports a nice vacation spent at Galveston and Houston, Texas. He thinks those Texans have really got something there to be proud of.

Dick Potter and family recently spent a fine week-end at Caney Lake, boating, swimming and fishing.

Robert Wilson and Ed Bailey made a 250-mile round trip to Alexandria to see Shreveport's girl softball team get nosed out in the semi-final for the championship of Louisiana. Baton Rouge won 2 to 1.

Sunday afternoon, August 14, the boys here at the plant played Holley Springs at the Cedar Grove diamond. The final score was 7-4 in favor of Holley Springs. Those playing for Bird & Son were: Phil Johnson, Judson Grizzle, Elton Bamberg, Robert Wilson, Ed Price, Alvin Patterson and Mode Myers.

Arthur Lee Mack is deacon and chairman of the Finance Committee of the Church of God, Colored, out on Boss Avenue. Members of this church broadcast every Saturday night over KWKH.

Joe Gilliam started a week's vacation, August 8. He held a protracted meeting at Wishing Pine Church up near Mooringsport.

Willie Franklin had to move the other day on account of the government housing project. As plans were outlined in the

paper, these apartments for Colored people will occupy all of the 1400 block on Looney, Ashton and Weinstock Streets. Willie hopes to land one of the new apartments when they are finished.

John Lee is now driving a new 1947 Tu-tone Chevrolet. We hope he enjoys every mile he puts on it.

Those smiles on Claude Ragsdale's face are a good indication that Mrs. Ragsdale has returned home after a two weeks' vacation.

J. B. Shaw has deserted Bossier City for a nice country location on the Shreveport side. He has several acres of land on the old Jefferson Highway just west of the city limits.

Bats in Their Belfry

The other Sunday, on the way to Minden, Cyril Wilde's Plymouth broke a fan belt, fortunately near a service station. While waiting for his car to get fixed up, Cyril sought the air-conditioned comfort of the station office. As he went to sit down in the only easy chair available, he found a chicken (feathered) reposing thereon. Instead of hopping obligingly down off the chair, the biddy resisted all efforts at removal with many flutters and squawks for help.

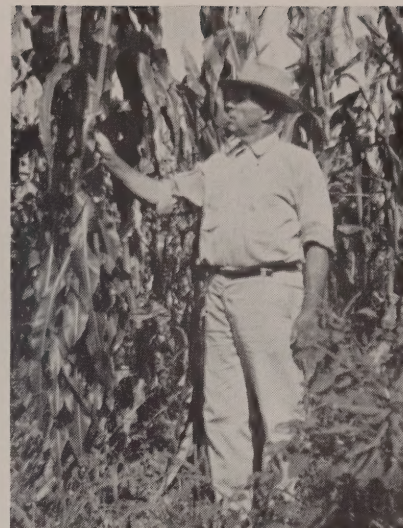
At this point the manager of the service station pointedly remarked that if she were left undisturbed, the hen would soon lay an egg, which she did each afternoon under the cooling breeze from the air-conditioning unit. Upon being questioned further, the manager disclosed that the easy chair was regarded as the property of the chicken, that all customers had better respect that right—or get pecked. As Cyril left, still marveling over the strange case of the easy-chair hen, an attendant remarked, "That's nothing. Last summer we had a cow that sat on the floor to keep cool. She wouldn't be milked anywhere else. We had to walk around her to use the telephone. Never did bother anybody though!"

Magnolia News

By STELLA HINES

Two Magnolia Office daughters are entering Magnolia A & M College this September. One is Martha Cox, whose dad is A. B. Cox, Traffic Manager for Berry Asphalt Company. The other is Stella Hines's daughter, Janis. Janis's mother is Secretary in Mr. Pullar's office.

Both girls graduated from Magnolia High School in June. This summer Martha enjoyed an extensive trip through Texas and New Mexico. Janis spent the summer working at the municipal swimming pool. In her spare time, Janis played tennis and ping pong, winning the city ping pong championship. She came in as runner-up in both city and state tennis titles in the junior girls classification.



R. A. Deaton, Inspector, is shown here doing a little off-the-job inspecting. Rufus really had a nice garden this year. The plants at his feet are pea vines and he is standing near the end of a row of tomatoes. (The Shreveport reporters assume you know what that tall vegetation is. If it's co'n, it's a lot taller than any we've seen around drought-stricken New England this season. Editor.)

Chicago Chit Chat

Harold Altman had a Wisconsin vacation. At Barron he attended a Shrine ceremonial. Then he went on to French Lake on Flambeau Flowage to take up the business of some serious fishing. The fishing was only fair. He also had an opportunity to go through the Sulphite Paper Mills at Park Falls, which were most interesting, particularly so because these paper mills were using Bird Machine Co. machinery.

We were certainly glad to see B. J. Overholt when he dropped in to say hello. (That's a real purty suntan you've acquired, B. J.)

When you need to send out an S.O.S. for a stitch in time, be sure to beam it in John Guilfoyle's direction. At sewing a fine seam, believe us, he's not bad.

We were glad to see William Bennett looking so well when he stopped by after he had returned from Missouri. Said he was planning a fishing trip later, so he could use his new equipment.

Congratulations are in order! W. W. Wilson has another grandson—Richard Laurence Jr. (Ricky)—born August 11.

Lois DeWitt had a super vacation in Canada, at Geraldton, Ontario. She says it was wild but very beautiful—that the fishing was good—and that she was terribly EXCITED about the wild animals . . . Moose and Bear, etc., etc. (Oh! come now, Lois, was that really a picture of a Moose and a Bear?)

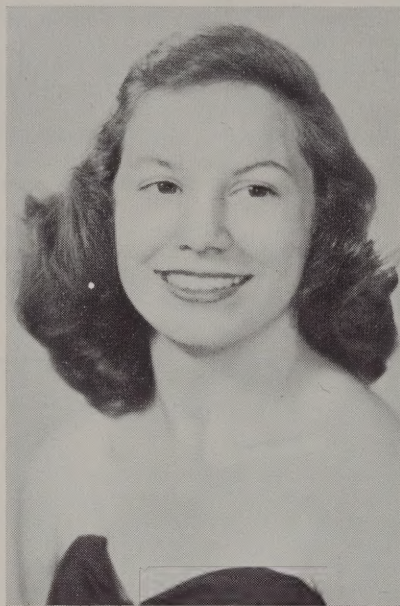
It was with deep regret that we note the death of Mary Kappes, August 16, 1949, who was formerly employed by the Chicago Office.

Football Queen Is Salesman's Daughter

CYNTHIA HARRIS, crowned "Miss South" at a West Virginia football festival in August, is the daughter of William B. Harris of Dunbar, West Virginia, Chicago Building Materials Representative. Cynthia is seventeen, five feet three and a brunette. (See picture!)

Each year in Charleston on a late-summer evening, the North-South football game, sponsored by twenty newspapers, is held. The players are all-star high school boys picked from teams throughout the State of West Virginia. During the half, the girls are in the limelight, and then the queens, one for the North and one for the South, are crowned. "Miss South" and "Miss North" are selected from among twenty girls, each of whom represents one of the sponsoring newspapers. Cynthia Harris, crowned "Miss South" by Governor Okey L. Patterson, had been first selected as "Miss Charleston Gazette."

This daughter of Bill Harris graduated in June from Dunbar High School. Her activities there included the ma-



Cynthia Harris, crowned "Miss South".

jorette corps, membership in the Quill and Scroll, a national high school honor society, the Latin Club and the Thes-

pians. This fall she enters the University of West Virginia. The Harrises, formerly of Boston, moved to West Virginia in 1938. Mr. Harris used to work out of the East Walpole Office. Their older daughter, Nancy Jane, is a student at the University of Kentucky in Lexington.

GI Insurance Dividend

ARE you a World War II veteran? Did you take out Government Insurance between October 8, 1940 and December 30, 1947? Did you keep it in force for at least three months?

If you can answer "Yes" to all three of these questions you are eligible for the insurance dividend which Uncle Sam is about to pay. Special application blanks are necessary. You can get these at all post offices, Veterans' Administration offices, or Veterans' service organizations any time after August 29. Those who are eligible are urged to make application now. Distribution of these dividend checks will start about January 1, 1950.

250 Attend Flooring Union Outing



TWO hundred and fifty strong invaded Lincoln Park, North Dartmouth, on the Floor Covering Union outing, Sunday, August 21st. Beginning with the softball game and horseshoe pitching in the morning and continuing on through dinner and much, much later in the day, the affair was a resounding success.

Hard-working committee men running the outing for Local #1384 were Aldo Bertoni, chairman, Louis Camelio and George Shackley. Sam Piraino officiated at softball and John Woloshyn was in charge of the horseshoes.

One of the big events of the day, of course, was the dinner. Members had a choice of turkey, lobster or clambake. After this was demolished, the crowd dispersed to card games or to the roller coaster and other devices of the amusement park. Monday morning was already much too near when the last man reluctantly hit the highway for home.

The Flooring Union had a fine time at Lincoln Park last month. Top, general view of crowd and buses. Below, how the softball game ended — with refreshments, that is. Pictures by Joe Eppich.

Cleary & Co. Win

By JOHN WOLOSHYN, Chairman

MEN'S golf wound up with Cleary's team on top after many weeks of close competition. The first and last teams were separated by only ten points as the players teed off for the last match, August 29, at the Sharon Country Club.

Team points after it was all over were.

Capt. Cleary	51½
Capt. Watson	46
Capt. Baranowski	43
Capt. Kendall	39½

Along with the match, we played a 9-hole medal tournament. The forty players were split up into three divisions according to handicap. Group A, handicap 1-5, winners: Lou Harriman, 1st; Dick Pudsey, 2nd; John Woloshyn, 3rd. Group B handicap, 6-9: Everett Fuller, 1st; John Eppich, 2nd; Romeo Valerio, 3rd. Group C, handicap 10-17: Ted Pierce, 1st; Andy Wright, 2nd; John Hutchins, 3rd.

We hope everyone enjoyed the matches this year. The Golf Committee of the Bird Club hopes everyone will be back next season.

Review and Forecast of Bird Club Doings

Glee Club

NEWEST activity on the Bird Club calendar is the Glee Club, which meets for the first time on September 20. Chairman is Chester Porter of Industrial Engineering, who used to sing with the old Men's Chorus of the Bird Club.

The Glee Club is designed for those who like to sing, whether experienced or not. It is one more activity offered by the Bird Club, which seeks to sponsor a program appealing to many interests. Committee members besides Chet Porter, the chairman, are: Pauline Ransow, secretary; Martha McLaughlan, Larry Bishop, Ralph Watson, Nick Radzwill, Elsie Bowden and Walter Rockwood.

Also Coming

The Bird Club season, like the school year, begins anew each September. Leading off the program is the Annual



Looking at it one way, the world is divided into two groups — those who think golf is a wonderful game and those who think it's a lot of foolishness. These Bird people playing a Scotch foursome at the Walpole Country Club all belong to the first group. Well-known golfers in the foreground are Tom Rogers, left, and "Bullet" White, sitting down, right.

Meeting on September 8, when committee chairmen report and officers are elected for the 1949-50 season. Election results will be printed in the October Review. Following the business meeting — at No. 2 Box Shop Cafeteria — there will be a movie and refreshments.

Early in the fall, the last of September or first of October, will be the traditional banquet for all members. Details will be announced later. About this time it is expected that the men's and girls' bowling teams will get under way, table tennis fans will start ping-pong back and forth, the Glee Club will be in full voice, and the faithful will once more be gathered 'round the cribbage boards.

Accomplishments

This past year the club has carried on its usual successful sports activities. In fact, its baseball team went as far as the finals in the state semi-pro tournament. Joseph Coburn and his entertainment committee pulled more than one new trick out of their bag of ideas. In December they ran a Christmas party for the club's small fry, in the middle of the winter a Monte Carlo night, and in July a moonlight sail down Boston Harbor. The spring dance and the field day were repeats from popular events of other years.

Besides entertaining its own members, the club backed a troupe of entertainers who put on shows at nearby veterans' hospitals. Under the leader-

ship of Hilda Rafuse, club president, the troupe, made up of Bird & Son employees and their friends, visited Cushing, West Roxbury and Murphy General Hospitals. Everywhere they went they were gladly received and asked to come back.

Watch for News

The Bird Club Council appoints committee chairmen at its October meeting. After that the season will really get rolling. Watch for announcements of what's going on in your Neponset Review and on bulletin boards.

Last Scotch Foursome

THOUGH still in the grip of the summer heat wave, enough golf enthusiasts turned out the evening of August 8th for another mixed Scotch foursome. This nine-hole match was played as usual at the Walpole Country Club.

Undisputed winners of first place for low gross were Chet Grusheski and Helen Shimsky with a 44. Low net was another kettle of fish — or bag of tees. Four couples tied for that honor with a 31 tally. Results after putting it out were: 1st, Joe Cleary and Florence Murray; 2nd, Eugene Pudsey and Patricia Connolly; 3rd, John Barrett and Anne Smith; and 4th, Robert Chamberlain and Carolyn Delaney.

History of the Norwood Roofing Plant

By GEORGE E. SMITH

If you went looking for just the right man to prepare a history of the Roofing Plant, you couldn't do better than to select George Smith. No man in Bird & Son has been closer to the Roofing Plant operations during the past quarter century. George has been around these parts for thirty-two years, most of them at the Roofing Plant. He has been right on the spot to see for himself during the years of the plant's greatest expansion.

It is with real pride, therefore, that we present here George Smith's chronological history of the development of the Bird & Son Roofing business. For his own amusement and satisfaction, George Smith has spent many week-ends and evenings at home reading here, checking there, to complete this very detailed history of events and persons in the Bird & Son Roofing Division.

The editors first learned of this undertaking about a year ago. Various people both in and out of the Bird & Son organization who have read this history are enthusiastic about it. Each one of them in turn said, "Why don't you print it in the Review?"

Although George Smith did not prepare his history with any thought of its being used in this way, the editors have obtained his permission to reprint it here. This is the first installment. Others will appear in future issues as space permits.

IN preparing this history of "Bird in the Roofing Business", the historian has gone back to the very beginning of roofing manufacture in Bird & Son, inc., when roofing was first made at East Walpole, long before the mill in Norwood had been built especially for roofing production. The historian has drawn freely on the knowledge of such old-timers as:
Elmer H. Bartlett Domenic Triventi
Frank Fisher Paul Krucas
Harry Mann John Wosner
Michael Sheehan Patrick Reardon
and others; also from the Neponset Reviews from 1913 to the present time.

Early Beginnings

In Bird Neponset Reviews, issues of June 1937 and August 1937, appear two messages from Mr. E. H. Bartlett. These two messages, dealing with the early history of Bird & Son, include not only the general history of the company but an interesting account of the origin of our trade mark and how the manufacture of roofing happened to be started at East Walpole.

From Mr. Bartlett's remarks:

"My subject tonight is 'Reminiscing'. Historically, we go back to George Bird at Needham in 1795 for our first paper mill; thence to Dedham in 1803, to Walpole on the Neponset River in 1817. Francis William Bird, the son of George Bird, started in 1834 with his father in the manufacture of paper as George Bird & Son. This partnership was dissolved in

1838 and the mill from that time was known as F. W. Bird. The original sign is still over the door of the main office.

"Prior to the partnership to which I next refer, there was a consolidation of what was known as the upper and lower mills, known as F. W. Bird, Hollingsworth & Company. There hangs in my office an interesting certificate—'First order of merit by Victoria Melbourne International Exhibition of Australia in 1880-1881 awarding a bronze medal for wrapping papers as manufactured by F. W. Bird, Hollingsworth & Company.'

"In 1877, Charles Sumner Bird came in as a partner with his father under the name of F. W. Bird & Son. This firm name continued until 1918 when incorporation took place as Bird & Son, inc. and is still in effect.

"I will speak here of the chronological dates of our oldest plants only, letting the younger generation tell you in the future about the new subsidiary interests. In 1904 the Norwood roofing plant was built; in 1905 the Hamilton, Ontario plant was built; in 1907 the Phillipsdale, Rhode Island felt mill was built; in 1908 the Pont Rouge, Quebec felt mill was built; in 1911 the Floor Covering plant was built at Norwood, Mass., and in 1917 the Chicago plant was purchased and operation started.

The Office in 1885

"Now I will take you back to the summer of 1885 when I arrived at the little white office which looked like the country school houses of those

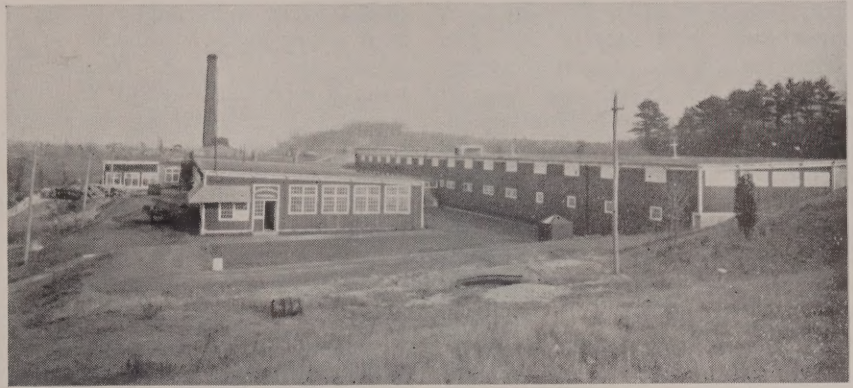
and earlier days. This was located just a few feet from Washington Street, fronting the present location and since then has been moved back twice, each time some addition being made for new office rooms. The present main office room where you enter now was the entire office space then divided off to obtain a back room about 25 ft. long by 10 ft. wide where all of the mill supplies were kept, like felts, colors, waste, nails, small tools, pails, lamps, etc. At that time there were four in the main office; at the present 233. The staff in '85 consisted of the Hon. F. W. Bird, Harrison H. Child, William K. Churchill, the bookkeeper, and myself as the office boy and helper to Mr. Churchill. Mr. Charles Sumner Bird, who was the superintendent of the mill, came up to the office twice each day spending about three hours to give his orders in the matter of purchasing raw stock and supplies, writing many of the quotations on wrapping papers, tack boxes and sheathing papers which were all manufactured at East Walpole. All of this correspondence was hand written as we didn't have our first stenographer and typewriter until 1888. The earliest records I could ever find as to the kinds of paper made in Bird & Son mills dated back to 1812-1833 and referred to mottled and printing papers; also sugar-bakers' paper. This latter was used to wrap up loaf sugar.

"In 1835, the records refer to the Neponset paper mills as making printing papers and the old paper makers were Ellis Morse, Silas Smith, Warren Lewis, Linke Coney.

No. 1 Tarred Hardware Wrapping Paper

"The first product made by Francis W. Bird in 1835 was printing paper; then followed the wrapping paper. The chief papers made in the '80's were No. 1 Tarred Hardware; the make-up of this grade was from old ropes gathered from sail lofts, discarded rope riggings from vessels and tarred 'shakings', waste from the cordage companies, which were beaten and pulped and treated to retain the tarry odor. This made it objectionable to moths and mice. It was also free from sulphur and acids which would cause rusting, so that our sales were very large at times to all of the leading cutlery and fine metal goods manufacturers in this country. They wrapped their finished articles to prevent rusting and the woolen manufacturers wrapped their blankets and bolts of cloth to protect them from moths and the dreaded Buffalo bug. We also sold largely to the United States Government at Washington and I dare say that even today can be found old Congressional records in the archives of Uncle Sam still wrapped in good old Tarred Hardware Paper that was made prior to the Civil War. When steamers took the place of the old square riggers, Grand Banks fishermen and the coasting vessels and the cordage companies had to change their business to meet new ideas and new commodities for the use of ropes. Then this old fashioned raw stock for us disappeared and with the introduction of new wrapping paper chemically treated and much thinner than we could make, the finale of this product was consummated in 1910. A close relative of the Tarred Hardware Wrapping Paper was Rocket Paper which we are still making today but using a different formula to obtain the old appearance and are still selling it to some of the old pyrotechnic manufacturers who use this paper for making their best sky-rockets and Roman candles.

"Up to the early '80's the standard building paper was rosin sized sheathing and the waterproof paper at that time was a tarred roofing paper sometimes used as temporary roofing on barns, sheds, chicken houses and small outbuildings as well as for sheathing purposes. We never made any tarred roofing paper in those days but had the name of making the best and highest grade of rosin sized sheathing



Looking toward Norwood center, you see the Roofing Plant as it looked about 1910. The chimney will be recognized as the brick stack which is still standing. Fifteen feet were later taken off the top of it. The long building at the right is FB 18, which has been added onto considerably since then.



The same view as the 1910 picture shows how the plant has grown in five years. This is about 1915. FB 18 has a second story, the space between the two buildings in the older picture is built in, and the building in front of the smoke stack has been enlarged. The open space at the left is the present site of the Mill Office.

for use under shingles, clapboards, around windows and doors, which commanded the highest prices at that time from $3\frac{1}{4}$ to $3\frac{1}{2}$ cents per pound. We were also making at that time what was known as No. 1 and No. 2 dry rope papers, very strong, well made, highly sized, actually would shed water for some time when exposed to the elements.

"In the old Tavern Building, which was located where the present Triangle Building is today, was carried on in a commercial way the saturating of the first Neponset Black Building in 1885, using as a base the rosin sized sheathing and naming it Neponset Black Waterproof Building Paper, taking the name from the Neponset River on the banks of which the mill was located. We believe this was the first water-proof building or sheathing paper made where the saturant used had no tar in its make-up. For 20

years or so Neponset Black was a thoroughly saturated sheathing paper with a more or less dull finish; then we started not only to saturate but asphalt coat both sides, making it the most waterproof and impervious to moisture of any similar paper made, and it is still going strong.

Shipments Delayed by Hard Cider

"A few years later this same feature was made into a high grade cold storage insulating paper known as No. 1 and No. 2 Ko-sat Insulating. Opposite this Tavern Building and our office, stood an old barn which housed a few of the mill trucking horses and a lean-to attached was used as the first storehouse for the waterproof roofings and building papers. Some of the very first shipments were carted over the road by Lewis Holmes of North Sharon to the Boston hard-

ware dealers and he brought back paper stock, mill supplies and groceries for the general store-keeper, John F. Freeze. Holmes was a great imbibor of hard liquors. One particular lot of Neponset Black was loaded on his team one afternoon for delivery the next A. M. There was one telephone in the office and I remember being called to learn that Holmes had not shown up, so we started a tracer on horseback and found him stranded on a woods road with a gallon of hard cider. After revival, he made delivery the next P. M. and the order was saved.

"Mr. Samuel Bird was first in charge of all of the waterproofing work, getting his instructions from Charles Sumner Bird who really started his experiments on the kitchen stove at his home. A piggery in the mill yard near the old blacksmith shop was covered with the dry red rope paper which was made in the lower mill or what is now the Hollingsworth & Vose Company mill. That piggery roof proved, even with the dry rope paper, very waterproof, so Mr. Bird thought of his saturated Black Building. Why not treat this dry red rope with a high grade parafin wax saturation and thus make it a real outside roofing—and so Neponset Red Rope Roofing was born in 1886. One of the first steps to improve this roofing was to combine in 1888 an open mesh of a

thread weave in the center of the red rope paper as it was made on the paper machine, then treating the weather surface to a coat of paint; but this wasn't successful for after exposure to the weather, expansion and contraction of the paper and threads varied causing a great mass of buckles and wrinkles.

Origin of Neponset Girl

"Our first labels were very small, insignificant, and so after our production and sales amounted to a few tons per day, thoughts led to advertising and the getting out of a trade mark for the first two Neponset products, symbolic of a great achievement of a waterproof sheathing and roofing. So a prize was offered for the best suggestion and drawing that would proclaim a guaranteed mark of genuineness. As a result, Miss Lulu Gibson, sister of Charles Dana Gibson, New York artist, was awarded \$25 for the Neponset girl holding the sheet of waterproof paper as a protection against all sorts of weather.

"Then followed the heavier roofings using as a base material similar to our present dry felt, making Composite Ready Roofing in 1892, Paroid Roofing in 1894, Proslate Roofing in 1906; we described the latter as 'regular Paroid with an additional wearing surface of a mixture of paint and sand,' making a slate appearance. Then followed Granitized Roofing and Shingles in 1911. These were surfaced with our native yellow sand colored green, obtaining the color by baking the sand and color in a revolving drum over intense heat but, alas, in the course of six months after exposure, the green color disappeared.

"During the years following 1900, we made Neponset Red Insulating in 2- and 3-ply, Neponset Car Roofing, Black Ko-sat Insulating, Coated Building Papers, Neponset Waterproof Flower Pots, cuspidors, case linings, suitcases, lunch boxes; you understand these were all waterproof goods. A very interesting chapter could be written covering the labors of Myron H. Piper and George R. Wyman in the make-up and manufacture of the pots, cuspidors, suitcases, lunch boxes and tack boxes.

Early Shingle Experiments

"Shingles came along in an experimental way from 1911 to 1914. At

the latter date was marketed the first Neponset Built-Up Tapered Shingle. If I had time I would like to tell you the story of Mr. Bird asking Aaron Rhoades to apply the first shingles which were cut from single thickness Paroid, size about 6" x 12", on his cobbler shop roof and the uncomplimentary remarks by Aaron; notwithstanding Rhoades's condemnation, those shingles gave service for many years. The slate surfaced roll roofing and shingles came along in 1916.

"I know your Chairman is almost ready to pull the string so I can only tell you briefly about the origin of the Neponset Floor Covering which started in 1888 with Neponset Red Rope Roofing as a base. There was but one pattern on a 36-inch width but this pattern was made in five colors and numbered for sales convenience as No. 55, 56, 57, 58 and 59. I well remember the first circular describing this new product—a single white sheet 7 x 12 printed in blue ink and as the advertising was ready for mailing, it was found from tests that the printed surface peeled, wouldn't stand the wear and tear that satisfied Mr. Bird, so everything was junked, the whole matter was set one side and really lay dormant until early 1910. By this time we had learned a lot about the saturating of felt for roofings so it was thought that this saturated felt would make a good base for the new floor covering and by 1911 we started the operation of this product in Norwood. The Roofing Mill made up the waterproof base for the Flooring Mill to coat, print and finish the material nationally known as NEPONSET Floor Covering, following with rug border, then rugs as you know them today.

"Any reference to Cartridge or perhaps better known outside as Shot Shell Paper, together with the Wad Paper, is a long story by itself. Mr. Charles S. Bird always referred to them as his 'pet babies'. His struggle and never ceasing efforts from the early '80's to the very end of his activities were marvelous and we still believe that they are the best papers ever made for their purposes. Some day I may have an opportunity to tell you the whole story and also about Torch and Fuse papers, black and buff Socket lining, Index card board; the birth and growth of Tack Boxes and Telescope Wrappers which followed Tack papers; about the Rev. Charles M. Arthur who invented the best tack box that



Ed Guise, Flooring Salesman, and young son Charles, caught these speckled trout at Pleasant Pond, Caratunk, Maine, which is about forty miles north of Skowhegan. Ed writes: "We struck a new hole one evening and really had some fun. The biggest one is 13 inches—the two little ones, 9½ inches. Had to clean them for the night or they would look better." Bet they were good eating.

was ever made, even to this day, and the royalties we paid so many years for the exclusive right to manufacture this Arthur box.

Early Days

"In closing let me recall those pioneer days when Mr. F. W. Bird strolled through the mill, the beating engine and paper machine room each morning on his way from house to office, frequently writing in the Beating Engine book, where was recorded the kind and quantity of paper stock to be used in the make-up of the different papers. The foreman at that time was John McDonald, who had great difficulty in making out Mr. Bird's writing, but rather than ask him to clarify, used his own judgment as to what should be used. When Mr. Bird returned home at noon, always back through the mill, he noticed a change in the beater stock and was told such and such 'furnish' was used. 'Why, I never wrote that,' he would say and immediately going to the book to prove his case, smilingly said, 'I wouldn't have blamed you for putting in anything for I can't make out my own chirography.' Another time as he was passing one of the machine chests and saw a whole shoe, hat, parts of overalls coming through, he shouted to stop the machine as he feared Bill Johnson had fallen into the beater and had been partly ground up into pulp. Soon after, Bill was located in the basement washing felts. A strange coincidence followed some years later—this nice old man was killed in the mill performing his washing duties.

"In 1902 we were the first paper mill in Massachusetts to abandon the 12-hour working day which had always prevailed in paper mills and to establish a 3-tour basis of 8-hour tours, paying employees for the 8 hours the same wages that had been paid for 12 hours. On July 1, 1912 a notice was sent out by F. W. Bird & Son that on and after July 5 of that year, all 10-hour employees would be put on a 9-hour basis without loss of pay; also, during the summer months we would give Saturday afternoons off without loss of pay. All industry must operate at a profit to long exist. We are all in business to market our products at a reasonable profit and in order to do this successfully, must arrange our prices and terms on a basis that will allow us to be honest and just in all

our dealings with employees as well as with the people to whom we sell. Competition is ever keen and this is really as it should be to keep us up to the minute and alert, progressive and surrounded with a personnel of unquestionable integrity and good business ethics. Research is a primary principle to the discovery of new and better processes of manufacture and the development of more attractive and more profitable goods. This same spirit has been maintained through all of the years I have been connected with this institution and you all know what has happened throughout the late depression, culminating at the end of the

year just passed with the granting of bonuses and increased rates in wages, all of which was made possible by the splendid, loyal co-operation of all employees and I am sure that with such continuity we shall all be blessed with the fruits of our labors for many, many years to follow."

[Editor's note: This is the end of Mr. Bartlett's speech. The narrative continues by historian George Smith.]

The following are our trade mark registrations up to June 1925. The first one, #33259, was filed on June 14, 1899, and Bird & Son claimed the use of it since October 18, 1898.

TRADE MARK REGISTRATIONS

BIRD & SON, INC.

June 23, 1925

UNITED STATES

NO.	DATE	MARK	GOODS
33259	July 18, 1899	Shield with stars	Flexible roofing materials
34719	May 29, 1900	"PARINE"	Material for protecting roofs
34720	May 29, 1900	"Paroid"	Roofing Paper
50676	March 27, 1906	Girl holding up blank sheet of paper	Waterproof papers
52087	May 1, 1906	"PAROID"	Roof and Building Paper
67992	March 3, 1908	"BIRD'S" (on roll over girl holding up sheet of paper in triangle)	Roofing Paper
81580	April 25, 1911	"PROSLATE"	Roofing and Siding Papers
86876	June 11, 1912	Rectangle over triangle with girl holding sheet of paper	Roofing, Waterproof, Sound-Insulating and Heat-Insulating Papers
119117	October 23, 1917	"Art-Craft"	Prepared Roofing, etc.
143288	May 31, 1921	Rectangle with "BIRD NEPONSET PRODUCTS" over triangle with girl holding sheet of paper	Felt-Base Floor Coverings and Rug-Borders
143289	May 31, 1921	Rectangle with "BIRD NEPONSET PRODUCTS" over triangle with girl holding sheet of paper	Waterproof, sound-insulating, and heat-insulating papers, smooth and slate surfaced roll-roofing, surfaced slate shingles, built-up roofs, asphalt shingles, wall-board, roofing-cement, and asphaltic roof-binding compounds.
144172	June 28, 1921	Rectangle with "BIRD NEPONSET PRODUCTS" over triangle with girl holding sheet of paper	Packing-Cases, Cartons, Paper and Fibre Board Boxes and Paper Flower Pots.

COUNTRY

France
Japan
Dutch East Indies
Australia

Australia
South Africa
Belgium
Great Britain
New Zealand
China
Norway

FOREIGN

MARK	REG. NO.	DATE
Seal		
Seal		
Seal	14,374	January 15, 1925
Neponset and Girl Holding Paper	17,236	July 28, 1914
Seal		
Seal		
Seal	29,735	October 29, 1924
Seal		
Seal		
Seal		

(Continued on next page)

History of Roofing

(Continued from page 23)

1901

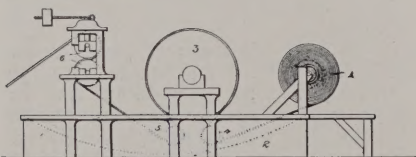
In December, 1901, a patent was granted to Charles Sumner Bird, Sr., who was at that time the active head of the business, covering a method of saturating Roofing Felt. This is the first official record of Roofing Paper being manufactured by Bird & Son. The following description appeared in the September, 1924 issue of Bird Nippon Review.

Early Saturating Machine

"How many of our readers know that we are pioneers in the roofing business, and that we are pioneers in the manufacture of waterproof papers and fabrics? I am sure that some of the Old Timers have forgotten, it was so many years ago, that Mr. Bird invented and had built the most successful saturating machine of the day.

"This machine was run in an experimental way in the nineties and was one of our principal machines from 1900 on.

"The felt was carried from a stand into a saturating pan filled with asphaltum. It was carried under an idler over a heater drum or cylinder and back into the liquid again. A set of squeeze rolls took off the surplus and our roofing was ready to be rolled, finished and put on the market. This apparatus was considered by the Patent Office a new invention and Mr. Bird was granted a patent on December 31, 1901.



Early saturating machine, patented by Charles Sumner Bird in 1901.

"This was not our first waterproofing machine, but was the first on which Mr. Bird obtained a patent. I maintain that Mr. Bird was the pioneer manufacturer to discover that a heated drum, in connection with the saturating pan, furnished the means to saturate more thoroughly and at a higher rate of speed than could have been done in any other way than having an excessively large saturating pan.

"The value of Mr. Bird's invention to the industry is shown by the fact that this plan has been largely copied."

—George R. Wyman.

This method was used on the old FBPM#7 Smooth Roofing Machine at Norwood. Older workers at the Roofing Plant who may have wondered where the idea of having large drums over the saturator came from will find the answer in the article and sketch above. This apparently was the first patented method used in the roofing industry to saturate felt.

(To be continued)

Ball Team in Finals

By JOHN GLEBUS, Chairman

THE Bird & Son baseball team finished in third place just before the final playoffs in the Norwood Senior Recreation League. The Cobras tied for first place with the Syrians, while the Moose were in fourth. These four teams then remained to battle it out for the championship.

First-round playoffs started August 27th with Bird splitting a double-header with the Syrians. We lost the first game 5 to 1, but won the second 5 to 4. The Cobras beat the Moose in a twin bill the following day, leaving three teams in the field. The league champions won't be determined until after Labor Day and then not until the last out in the ninth inning.

What Is a Customer?

Or

If the Shoe Fits,
Put It On!

A CUSTOMER is the most important person ever in this office . . . in person or by mail.

A CUSTOMER is not dependent on us . . . we are dependent on him.

A CUSTOMER is not an interruption of our work . . . he is the purpose of it. We are not doing him a favor by serving him . . . he is doing us a favor by giving us the opportunity to do so.

A CUSTOMER is not an outsider to our business . . . he is a part of it.

A CUSTOMER is not a cold statistic . . . he is a flesh-and-blood human being with feelings and emotions like your own, and with biases and prejudices.

A CUSTOMER is not someone to argue or match wits with. Nobody ever won an argument with a customer.

A CUSTOMER is a person who brings us his wants. It is our job to handle them profitably to him and to ourselves.

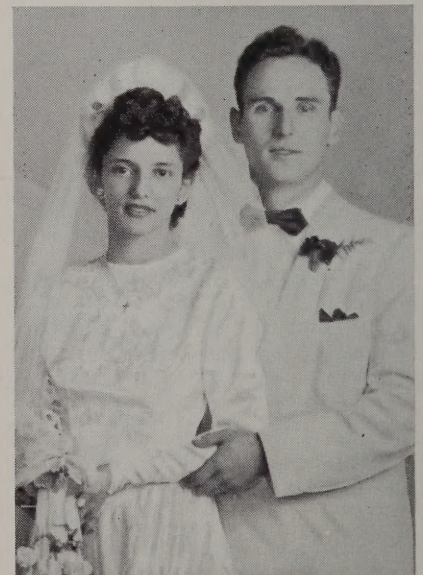
—From a recent Building Materials
Division Sales Bulletin.

THE WORLD CALENDAR

Twelve Months and Equal Quarters — All Years Alike

FIRST QUARTER																		
JANUARY				FEBRUARY				MARCH										
SECOND QUARTER																		
APRIL				MAY				JUNE **										
THIRD QUARTER																		
JULY				AUGUST				SEPTEMBER										
FOURTH QUARTER																		
OCTOBER				NOVEMBER				DECEMBER *										
S	M	T	W	T	F	S	M	T	W	T	F	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7	8	9	10	11	12
8	9	10	11	12	13	14	5	6	7	8	9	10	11	12	13	14	15	16
15	16	17	18	19	20	21	12	13	14	15	16	17	18	19	20	21	22	23
22	23	24	25	26	27	28	19	20	21	22	23	24	25	26	27	28	29	30
29	30	31					26	27	28	29	30							**
* World's Day, (a World Holiday), W or 31 December (365th day), follows 30 December every year.																		
** The Leapyear Day, (another World Holiday), W or 31 June follows 30 June in leap years.																		

This is the new World Calendar, proposed for use throughout the world in place of our present changeable Gregorian calendar. It is now up for adoption at the United Nations. With four months of the year always beginning on Sunday, four on Wednesday, and four on Friday, year after year, the supporters of the World Calendar say life would be much simpler. Further information on this calendar can be obtained from The World Calendar Association, Inc., 630 Fifth Ave., N. Y.



Mr. and Mrs. Ronald Therrien make a stunning couple as they pose for wedding pictures following their recent marriage at St. Francis Xavier Church, East Providence. The lovely bride is the former Dolores Rubi, daughter of Jose A. Rubi of the Phillipsdale Insulating Board Plant.

On the Lighter Side

Charley: "Doc, I'm afraid my wife is going crazy."
 Doc: "What seems wrong?"
 Charley: "She wants a goat."
 Doc: "Get her a goat."
 Charley: "But she wants to keep it in the house."
 Doc: "Well, let her keep it in the house."
 Charley: "But, Doc, a goat smells."
 Doc: "Open the windows."
 Charley: "What! And let all my pigeons out?"

A minister attempting eulogy in a funeral sermon: "We have here only the shell, the nut is gone."

Wife: "I put your shirt on the clothes horse, Harry."
 Harry: "What odds did you get?"

All things come to the other fellow if you only sit and wait.

He's so temperate that it pains him to see his shoes tight.

Mary had a little cash,
 She kept it in her hose,
 And everywhere that Mary went
 Her friends all said, "It shows."

So Mary took it to the bank
 And there she wisely hid it,
 Which brought her far more interest —
 Or did it?

"What brought me here?" asked the little rose-bud.

"The stalk," answered the rose.

Extra Parts Needed

Joe saw the train but didn't stop.
 They hauled his auto to the shop
 In just about a week or two
 They fixed that auto good as new,
 But though they hunted high and low
 They found no extra parts for Joe.

— *BP News*

"When a woman driver puts her hand out," remarked a New York traffic cop, "you can be sure of one thing—the window is open."

"To be good is noble, but to teach others how to be good is nobler—and less trouble."
 — *Mark Twain*

After watching the squabbles that often developed in the splitting of estates, we can sympathize with the old fellow whose will contained just the following: "Being of sound mind I spent every darn cent I had."

"Young Republican woman would like to marry young Democrat. Object: third party."
 — *Chicago Sun-Times*

"Well, Mary, now that we've struck oil, I want you to have some decent clothes," said Farmer Jones, handing his wife a big roll of bills.

"Bill Jones, I'll have you to know that I've worn decent clothes all my life," Mrs. Jones replied. "Now I'm going to dress like other women."

Phillipsdale Employees Get Chest X-Rays



Edouard Roy of Maintenance gets his picture—or one of his chest—taken during the visit of a Rhode Island mobile X-ray unit. The young woman is Edna Allen, X-ray technician. This outfit is similar to one which has come to the Massachusetts plants in connection with the drive against tuberculosis. These X-rays cost the individual nothing and serve to detect unguessed cases so that treatment can be started at once.

In Review

from old September issues

20 Years Ago — 1929

Boys diving into the pool at Francis William Park, pictured are: Robert Hunter, James Kane, John Graney, Edmund Geigol, and Charles Makarevich.

Bill Koehler has made tiles from junk Jaspé Floor Covering and laid them in his kitchen himself. This was the first Bird tile floor.

Members of the Box Shop team which won the departmental baseball series by beating the Main Mill, 3 to 2, are: Marshall Lee, Ralph Martin, Russell Tupper, Ralph Watson, Eino Heikkila, Howard White, Everett Readell, Patrick Sylvester, William Fitzgerald, Garrett Barry, Howard Lewis, Francis Donlan, John Locke, Richard Sprague. Sprague, pitching for the winning team, allowed three hits.

25 Years Ago — 1924

Picture: Wayside Inn, Sudbury, Mass., covered with Neponset Twin Shingles.

Floor Covering Notes: "Ground is broken as we write, August 23, for our new finished stock warehouse, which will bridge the river, paralleling the long warehouse."

Office Notes: "Cards have been received from Ernest Coleman announcing his marriage, Saturday, August 23, to Miss Cora Alice Morton, at Tusket, Nova Scotia."

35 Years Ago — 1914

"On October 1 the new Lunch Room for men will be opened . . . directly off the Brigade Room. It is equipped with large tables and lunch chairs . . . to accommo-



Rhode Island mobile X-ray unit visited the Phillipsdale Plant on August 10, taking chest X-rays of employees as part of the state-wide anti-tuberculosis campaign. The X-ray team in the picture are, left to right, Edna Allen, technician, Mary Steele, R.N., and John Osowa, technician.

date 100. The following rules (among others) will be observed:

This room for men only.

Smoking, gambling, profanity and liquor strictly forbidden.

Bird & Son Athletic Association baseball team beats Norwood Press on Labor Day in an eleven-inning game, 4 to 2. (From the write-up of this game:) "Wilson (W. W.), taking advantage of the situation, started to steal on the second ball pitched to Hawkins (Mike), and made the base as Coughlin fumbled the throw . . ."





BIRD NEPONSET REVIEW

October

1949

Vol. 37 No. 10



BIRD SHINGLES
BIRD SHINGLES
BIRD SHINGLES
BIRD SHINGLES

In Review

From old October issues

35 Years Ago — 1914

"A few days ago the Manager of the Baseball Club received a kind invitation to take the players to see one of the World's Series games. Tuesday, October 13th, the boys left at noon in the best of spirits, as it was known that the Braves' best pitcher was slated to work . . . (Ed. note: This was Richard Rudolph.) This was the fourth and proved to be the last game of the series, the Braves making the record of four straight games. We had the very best of seats — some of the boys occupying the same box with Mayor Curley and other City Officials. The game was one of the best . . . the Braves . . . winning by a close score of 3 to 1."

25 Years Ago — 1924

"Frank Whitehead has forsaken his Briscoe in favor of an Essex coach."

"John Matcha and Red Ahrens (Chicago) are on the Blowing Plant Operations, now that Joe Bloskey is on his vacation . . ."

20 Years Ago — 1929

The Norwood Roofing Plant loses its safety record of nearly two years through a minor accident at the plant. The Safety Shield is borne to its new winner, No. 2 Box Shop, in a mock funeral procession: "Slowly the procession left the mill yard of FB and continued up the road. A small crowd of grief-stricken employees watched the ceremony and mourned the passing of the shield. Frequent hysterical sobs were heard now and again, which someone was vulgar enough to suggest might be laughter. The procession finally reached the end of the mill yard where the hearse, commonly called a truck, awaited them."

15 Years Ago — 1934

"Some new local talent was discovered on the Provincetown trip. John Clancy, Fred Kinsman and Chester Porter make a very good trio with their old time songs, specialties, tap dancing and reels."

"On an unfinished portion of the famous Washington Cathedral, Mt. St. Alban, Washington, D. C., are 500 squares of Bird Proslate, selvage edge. Our product covers a series of small chapels . . ."

"Upon the recommendation of our Plant Councils, it has been decided to discontinue the small, four-page issues of the Neponset Review . . . they were first started in July 1931 as an economy measure. . . . We will publish a 16-page Review once every two months."

On the Cover



All set to go on a trial run of shingles at the new Cutter and Bundling Section of No. 9 Machine. In addition to the regular operators, several mechanics are present checking the operation of the machine.

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BIRD NEPONSET REVIEW

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October 1949



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and International Council of Industrial Editors.



Published for the employees of Bird & Son, inc.
to promote good service, good business, good will

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ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

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General view of the new building at the Norwood Roofing Plant. On the upper floor are the smoking room, locker room and foremen's office. The new plant hospital and first aid room is at the lower right corner in this building.

No. 9 Shingle Machine - 1950 Model

The latest in roofing machines, a custom-built job, set up to run shingles, roll roofing and specialty products.

CHARLIE SEAVEY, Norwood Roofing plant foreman, says there's some difference between now and when he was hired by Bill Wilson back in 1919.

"We had just one machine then making shingles. Then there was no continuous process from felt rolls to finished bundles as there is today. And as for a machine that could run both roll roofing and shingles like this converted No. 9 Machine— it was unheard of."

As we talked with him a few days ago, he led the way inside the newly constructed addition to Building FB-12, which houses No. 9. This machine has been his baby almost from the time it was a brand new roll roofing machine in 1939.

"Many of the machine operators like Roy Packard and Joseph Bartell," he said, "have been with the machine from the time of its installation. We

have had many problems and it has been through the excellent cooperation of the men on the machine that we have made our production what it is today."

Charlie is foreman of other machines as well, but right now he was talking No. 9. This is how it works.

Felt to Asphalt

No. 9 Machine starts with the dry rack where long loops of felt hang down ready to go. This is the felt made on the Fourdrinier machines at Phillipsdale and East Walpole. It is, of course, quite a different product from the sort of felt manufacturers make for hats.

From the dry rack the continuous sheet of felt first gets saturated in hot asphalt. It is dunked not once or twice or three times. It is really saturated—and saturated means *soaked*. The felt is now a hot black sheet, permeated with

this petroleum extract, asphalt. While the sheet is still hot, even more asphalt is poured onto its surface. Then the so-called surfaced material—granules or talc, for example—comes pouring onto it as it rolls along. The colored granules cascade onto the black sheet much the same as water sprays over waterfalls.

Depending on what is being manufactured on this versatile No. 9 Machine, the coating, or surfacing material, varies. Some roll roofing is smooth surfaced. This gets liberally dusted with talcum powder. It is talcum powder, the same as you girls use, except it isn't ground so fine and it isn't perfumed so that it smells like lilies or apple blossoms.

The Useful Loop

Now that we've gotten the surfacing on, the material has to be cooled before it is cut and wrapped as shingles or roll

goods. That asphalt was hot stuff and the sheet has to hang in the finish rack for a while. The backyard clothesline idea wouldn't work here. It would take too much space. Whoever invented the looper really had something. The material isn't stretched out, but is hung in deep loops along a cooling rack for a maximum of 75 feet. A third of a mile of material can thus be hung in the comparatively short space of 75 feet. It doesn't have to hang there very long—a matter of some minutes. The sheet is continually being pulled up to the shingle cutter or roll goods winder.

Another thing a looper is good for. You always need a loop before making

a roll so the material will wind straight. So, as you get to the front end of No. 9 (the last processes) you will see another loop hanging down just before the sheet goes up to the roll goods winder.

A separate motor pulls the sheet from the rack to make this last loop. An ingenious electric eye located at the bottom of this looper shuts the motor off when a loop has been let down. The roll goods winder (this process does not apply to a run of shingles) takes up the loop and immediately another loop is dropped down. Again the electric eye hits it and stops the loop until it too is pulled up for its last spin onto the arbor or mandrel.

The Latest Word

The show-place of all this new construction is the front end of No. 9 which has a huge, big room all to itself on the second floor of a brand new building, FB-20. To Charlie Seavey this room shows the biggest change of all from thirty years ago when he was a laborer wrapping shingles.

Briefly, in this room shingles or roll goods are cut, bundled and tied ready for shipment. Sounds simple. In a way it is. The roll goods winder, for instance, measures and cuts slick as a whistle. The man operating the machine, though, has to have his wits about him. He develops a nice sense of timing as the sheet comes towards him, whirls up into a roll and is cut. At the precise moment he must press a button on the floor, which pushes the roll off the mandrel.

The men wrap the rolls as they come along the conveyor. They put fixtures (nails and cement) in the rolls and stack them on pallets. Then a tractor driver totes them off for shipment.

More spectacular is the equipment for finishing shingles. When the sheet of potential shingles comes along after

hanging on the cooler rack, it is still a broad expanse of uncut material. It climbs over the top of the roll goods winder to the shingle cutter. The shingle cutter dies out the shingles—that is, cuts them, trimming at the same time. From there the shingles—trim as a new-cut cookie—drop in piles into separate boxes. A horn toots as the ninth shingle lands in each pick-up holder. Three toots of the horn and a man shoves the bundle along on a conveyor for tying.

There are two separate conveyors leading to tying machines, so one man, who dates and stamps each bundle, also acts like a traffic cop at an intersection and sends bundles first one way and then another. The conveyor is a clever piece of apparatus, equipped with air bumpers which change the direction in which the bundle of shingles is traveling without aid of human hand.

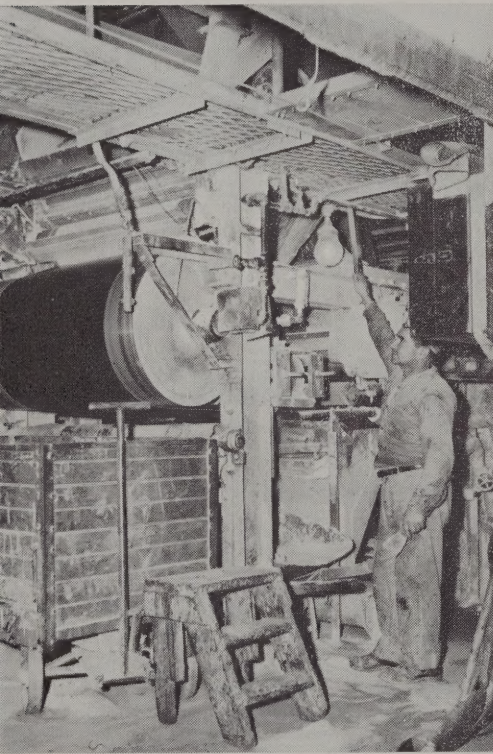
This new equipment is essential to more efficient operation. It definitely is an improvement over the method that is now being applied at No. 1 Machine. It shows that we are moving in the right direction.

The tying machines are electrically operated, too. A man wraps wire around the bundle, then presses a lever, and zippo—the bundle is tied. Men then take the bundles and pile them on pallets. Last of all, a man from Shipping comes along with a fork lift truck and hauls the load off to the warehouse.

Contrast with Old Days

Picture the old days when Charlie Seavey worked at this same job.

"My job was wrapping shingles," Charlie said. "We counted them out by hand, shingle by shingle, wrapped them in paper and tied each bundle with manila rope. There were no conveyors then. We had to pick up the bundles and put them down again and



Edward O'Rourke operating the new surfacing section of No. 9 Machine.

The new looper at No. 9 Machine which cools the material before it is wound into roll goods or cut into shingles.



Operating the roll goods winder at No. 9 Machine are Leonard Nordstrom and Samuel DeFlaminies. In the background is Harold Fairbanks.



each bundle weighed 65 pounds. We piled up the bundles around us and sometimes we got ourselves so walled in we had to shinny up over the stack to get out at quitting time."

Charlie admitted that it was pretty heavy work. In this connection he said it reminded him of one incident he remembered very clearly.

"One day Mr. Bird, Senior, walked in and wanted to know who was in charge. I said Mr. Ross was. That was Oscar Ross. Mr. Bird watched us and commented that something should be done so that the men would not have to pick up such heavy loads all the time. I was quite impressed that the head of the company should be so much interested. And I found out afterwards that this interest was typical of the man."

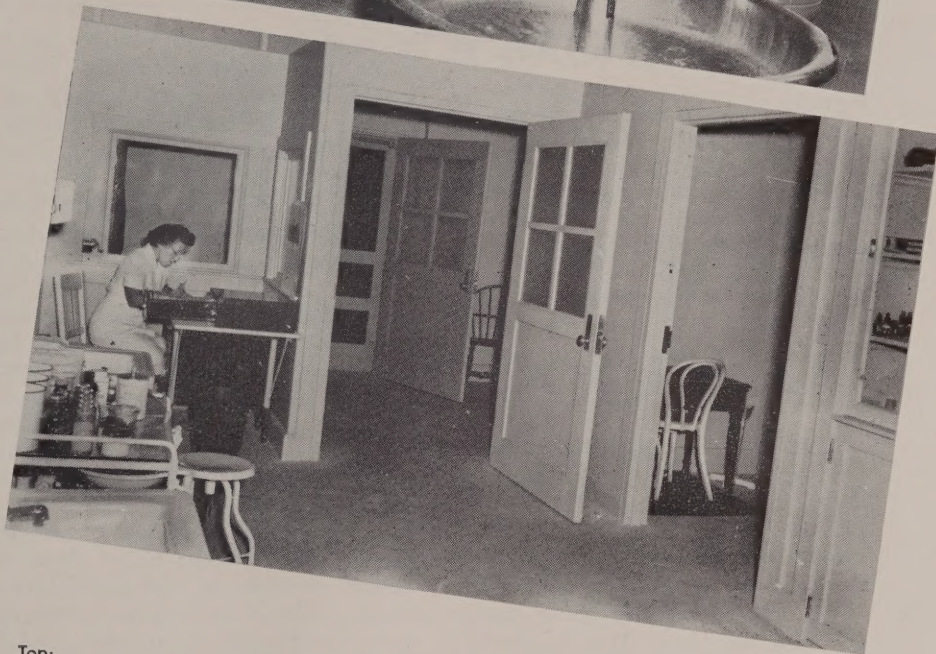
From the hand operations of tying in 1919, the change to machines has come about by degrees.

"After the rope idea of tying, we had the Signode Tying Machine," Charlie said, "but still most of the operations were manual. About this time, I put in my first suggestion—and it was accepted. Rolls of roofing coming off the machine had to be opened up so supplies—like nails, for instance—could be put in. I suggested that the mandrel around which the roll was wound be changed to a larger size so the supplies could be inserted without opening up the rolls. That really saved a lot of time.

"Later we had a Tiet Machine. We had switched from rope to wire for tying, but then we were buying wire cut to specified lengths from the Cushing Company here in Norwood. All these operations seem pretty much old-fashioned now."

The conversion of No. 9 Machine

(Continued on page 4)



Top:

Modern showers, tile floor and walls and big circular stainless steel sinks for speedy washups at the end of the shift — these are part of the fine new lavatory and locker room in the new building at the Roofing Plant. At the sinks are Anthony Phillips, Walter Bartkiewicz and John Stupak.

Second:

Isabel MacLeod, Roofing Plant nurse, at work on the hospital records in the swanky new Roofing Plant hospital. Fluorescent lighting, soft green walls and the latest in foot bath equipment are the highlights of this new unit. The floor will eventually be Bird Linoleum.

The new Foremen's Office. Front to back and left to right, down the three rows of desks are: Frank Carchedi, clerk; Nicholas Radzwill, assistant foreman; Charles Seavey, foreman; Raymond Bearce, foreman; Charles Clark, clerk; Stanley Phillips, foreman; James Mack, clerk; Michael DiMarzo, clerk. Roy Walton, foreman, also has a desk in this office but was not present when the picture was taken. As a matter of fact you can tell this picture has been posed, because most of the time you won't find these foremen in the office. They'll be out at their machines, as foremen should be.



No. 9 Machine

(Continued from page 3)

was the prime cause for much of the new construction during the past eight or ten months at the Norwood Roofing Plant. Since the building was being extended to house the new machine, it was decided to construct within the same building other needed facilities. One of these is the new foremen's office on the second floor. Adjoining this room is the tiled washroom and shower room, plus a locker room big enough to accommodate all the men at the plant. And just beyond this is the new

brigade room or smoking room.

Downstairs conveniently located in one corner is the new first aid room. It is well equipped and makes a pleasant appearance with its pastel green walls and fluorescent lights. The new electricians' shop is also on the ground floor.

Vappi Construction Company handled this huge project. As Charlie Seavey said as we went away, "It's up to date and the last word now. But in a little while I'll bet there will be still other improvements. We'll always be making changes. That's the way to keep going."

Birth of New No. 9

THE final change-over on No. 9 Machine from a strictly roll roofing machine to a combined shingle and roll roofing machine took just ten days. This, of course, was preceded by months of making blueprints and more months of construction. Each nut and bolt had to be planned and drawn on blueprints.

The management had said, "Make No. 9 Machine into a shingle machine too."

Therefore, the superintendent of the mill, W. R. Wright, sat down and doped the thing out. With his ideas, plus the refinements of the Engineering Department, the project gradually took shape.

No. 9 Machine kept going, except for those last days. The change-over was made by degrees. The new No. 9 has transferable sections which can be

set in place for running certain products. These could be installed while the old machine was still running roll roofing. The winder and shingle cutter were also being assembled in the new building, FB-20, during this period.

From July 15 to July 25 the machine was really down. It couldn't be run at all. One of the men who saw it when they first started to wreck it said he wouldn't have given a nickel for the whole thing. But the boys pitched in and it was amazing the way the new machine began to emerge. Our own maintenance men worked side by side with men hired from outside engineering companies. It was a job to be done and everybody cooperated wonderfully. Dave Fleming, Assistant Plant Engineer under Harry Dresser, walked tirelessly up and down, blueprints in hand, checking here, okaying there, watching the thing grow just as it had been planned so carefully in the drafting room.

Suggestion Awards

SUGGESTERS from five different divisions of Bird & Son were included in the winners for September. The total of suggestions accepted was not as large as usual. Perhaps the heat was responsible. But the quality of the suggestions was good. Four of the eleven accepted were \$10 awards and some of these may be in line for more money later when the actual savings are known.

NORWOOD FLOORING PLANT

Frank Clem, FFJ \$10.00

NORWOOD ROOFING PLANT

Stanley Jezulewicz, FBV \$10.00

Anthony J. Abril, FBQ 5.00

George A. Kingsley, FBPM1 5.00

E. WALPOLE MAINTENANCE

G. E. Couture, EMM \$10.00

Preston Bethel, EME 5.00

NO. 2 BOX SHOP

*Edward D. Maloof, FXR \$20.00

PHILLIPSDALE

**John R. Ellis, DPP \$20.00

Philip Giordano, DPB 5.00

Charles J. McLaughlin, DPB 5.00

*Edward Maloof received an additional \$10.00 for five accepted suggestions.

**John R. Ellis had two \$5.00 awards and also received an extra \$10.00 for five accepted suggestions.

At the end of ten days the new No. 9 was ready to go. Power was turned on, levers thrown, and the first trial run was made. There were some bugs in the new machinery, naturally. But it gave a creditable performance and promises faster production, coupled with better quality and greater ease of operation.

Keeping Customers

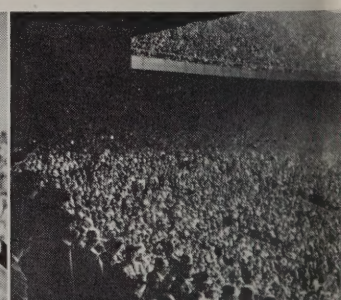
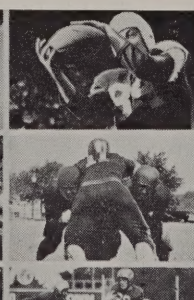
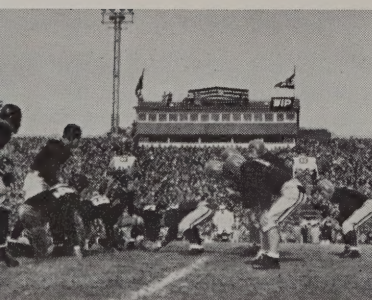
summed up on the final poster:

"The team that plays winning ball packs the stadium. The company that gives full value attracts customers."

For the sake of all our jobs, let's continue to make Bird & Son known as a company that gives full value.

"It's Up to All of Us" series courtesy of The Sheldon-Claire Co.

THE "Football Series" posters which have been appearing in our plants during the last month tell their own story so completely that no comment is needed here. Their message is all



There are no unimportant positions on a team. Each man holds his position because he adds scoring punch to his team. There are no unimportant positions in a company. Each man holds his job because he adds to the scoring punch of production. That's why...

It takes many skills combined to make a team. It takes many skills combined to make a company. Our score depends upon our team-work...

When the signal is called--each man knows what to do--and does it! The signal in our business is "satisfy the customer." Each of us knows what to do. If we don't do it, we're losing yards to our competitor.

The team that plays winning ball packs the stadium. The company that gives full value, attracts customers. A high score of sales means progress and job-security for everybody.

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

IT'S UP TO ALL OF US!

President's Message

ALL the codes which govern and concern the comfort of man can be compressed into these three words, "Goods for Goods".

Think that one over. It says a lot. The president of one of our leading airlines, and a mighty practical sort of fellow, made that statement recently. He went on to say that there is no material wealth of any kind outside of products in services and goods. Only as we produce a needed service—like the telephone or transportation—or a needed product, do we create "wealth" that we can use.

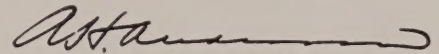
Bird & Son operations are a perfect example. How long would any of us have our jobs here if we were producing goods that the public didn't want? How long could any of us buy food for our families, pay rent, or buy any of life's necessities or luxuries, if people didn't buy Bird Building Materials, Floor Coverings, and Boxes? It's goods for goods every time.

The money we get as wages or salary is just a convenient way of converting one kind of goods into another. In the old days trading in many cases was literally "goods for goods". Money didn't enter the transaction at all. It was a simple case of barter. The trapper brought his furs to the village store and in exchange got groceries, clothes, and even his "liquid refreshment", as many of the old records show. The farmer took his crops to town and did the same thing.

Today life is more complicated. We have manufacturers, wholesalers and retailers. We take money in exchange for the products of our hands or our brains. But that money is valuable only when we again convert it into "goods" by buying something with it.

When you realize how completely true this is, you realize also the value of producing efficiently, of making the very best roofing or rug or box, with as little waste of materials and labor as possible. To get the money to buy the "goods" each of us wants, we must first produce "goods" that other people will buy. And they won't select our "goods" unless they are getting the *best* possible value for their money. We could produce until our warehouses were full to bursting, but those goods, or products, don't bring money into our pockets—don't have any real value—until they are sold.

I've said this same thing before on this page. And I'll probably say it many times again. It is the basic fact in all our operations that we must never forget if we are to stay in business. Each of us has his share to contribute every working day. Bird & Son's future success very definitely hinges on our individual and collective ability to produce not only *good* goods but the *very best* goods our efforts can turn out.



President

What Is a Boy?

HE is a person who is going to carry on what you have started.

He is to sit right where you are sitting and attend to those things you think are so important when you are gone.

You may adopt all the policies you please, but how they will be carried out depends upon him.

Even if you make leagues and treaties, he will have to manage them.

He is going to sit at your desk in the Senate, and occupy your place on the Supreme Bench.

He will assume control of your cities, states, and nation.

He is going to move in and take over your prisons, churches, schools, universities and corporations.

All your work is going to be judged and praised or condemned by him.

Your reputation and your future are in his hands.

All your work is for him, and the fate of the nation and of humanity is in his hands.

So it might be as well to pay him some attention.

—*Reading Bulletin*.

(Quoted in Bird Neponset Review, Oct. 1924.)



Although this looks much like Bird Park in East Walpole, it can't be for the picture was sent in by the Chicago Review staff. The young man is Ronald, son of Ed Rickerson of the Unloading and Cleaning Department.



Part of the new Sales Office for the Special Papers Division now located at the East Walpole Mill Office. Facing the camera are Harriet Phalen; Earle C. Davis, Sales Manager, Special Papers Division; and Nellie Patinsky. In the foreground, Gladys Eisenhower and Wylie MacIvor, Sales Manager of the Horticultural Division. Mr. Davis' desk and office is located just back of where Mr. MacIvor is sitting.

Streamline Special Papers Division

THE Mill Office is no longer what it used to be. In fact, it is very much better than it used to be—it's streamlined for better business in the Special Papers Division.

For some months Earle Davis, Sales Manager of the Special Papers Division, and his department have been located in one of the partitioned offices of this building. This was the start of a moving operation which was completed last month. In the latest move the Horticultural Sales Section, with Wylie G. MacIvor in charge, also moved from their former Main Office location to the Mill Office and almost everyone, with the exception of Mr. Wilkins and Miss Delaney, took part in the complete shuffle of desks and 'phones which has resulted in a far more efficient set-up for everyone.

All Under One Roof

Now, all of the sales divisions handling paper specialties, all of the planning and all of the manufacturing top supervision are placed under one roof. This is as it should be, because more than any other sales division, these spe-

cialties require almost constant contact with those who are responsible for manufacturing them and planning when they shall be scheduled on the machines. Another move, this time of a manufacturing department, is soon to take place as part of this streamlining project. Dept. FXB, where flower pots, tack boxes and a number of other specialty items are made, is to be moved to DF, the Finishing Department of the Paper Mill.

Those who are familiar with the Mill Office will remember that Mr. Davis and his department formerly occupied the office directly behind Mr. Wilkins and that other manufacturing and planning officials had desks in the offices on each side of the aisle. Here's the new line-up. You can see at once why it is much better.

As you enter the door at the left Miss Delaney, Mr. Wilkins' secretary, has her desk placed as before to greet visitors and answer their questions. Next on the left comes a small office in which Lester Tarbell, Asst. to the Vice President, and Lawrence O'Rourke, Asst. to the General Super-

intendent, each has a desk. Since each man's duties carry him into the mill most of the day, this small office is adequate for their needs. Back of them, where manufacturing and planning people were formerly located, is now the Sales Division. Earle Davis, Sales Manager of the Special Papers Division, occupies the office formerly used by Frank Massey. In the larger room outside sit Wylie MacIvor, Sales Manager of the Horticultural Division, Gladys Eisenhower, Nellie Patinsky and Harriet Phalen. William Cusumano, salesman in the Special Papers Division, also has a desk in this office although most of his time is spent on the road.

Location of Other Offices

Across the aisle on the other side of the room the offices are arranged as follows: Vice-President R. A. Wilkins; Hermon Barker, Chief Chemist; and John J. Burke, General Supt. Each of these men has a room of his own. In the next office are Kenneth Rouillard, Head of Planning, Jenney Wasilunas and Jean Pieczonka. Of the two remaining offices at the back of the room,

the first is occupied by Frank Massey, Paper Mill Superintendent, and the second by two Paper Mill foremen, Michael McDonagh and Albert Gilmore.

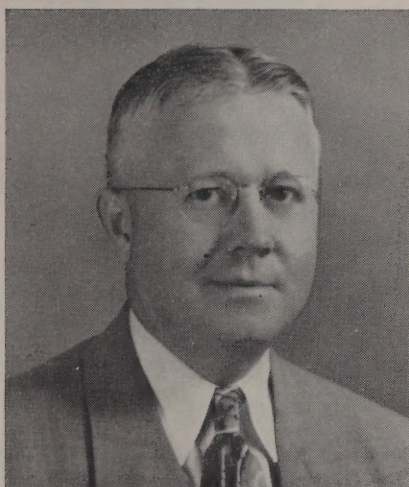
It was a sizable headache getting all the desks and 'phones and files shifted around but the results are justifying the temporary confusion. Sales, planning and manufacturing now are grouped together where they can easily confer and settle matters in minutes which used to take hours of valuable time that could have been put to better

use. Foremen and Plant Superintendent are more conveniently located right handy to the door leading out to the mill itself. Sales Departments and executives on whom the public calls more frequently are nearer the door at which visitors enter.

Along with these physical changes have come a few changes in the supervision line-up. Mr. Davis, Sales Manager of the Special Papers Division, has for some time, of course, been reporting directly to Mr. Wilkins. Mr. MacIvor, in charge of Horticultural Prod-

ucts Sales, now also reports directly to the Vice President. Increased duties in the Paper Mill made it necessary for Frank Massey to be assigned exclusively to following operations on the four busy paper machines. Frank's supervisory duties in the Finishing Mill have been turned over to Lawrence O'Rourke whose special interests in development work tie in very closely with the special products which will be manufactured from now on at the Finishing Mill under his supervision.

Brief Story of the Careers of Special Papers Executives



Earle C. Davis

Earle C. Davis

EARLE C. DAVIS, Sales Manager of the Special Papers Division, was born in Peabody, moved shortly to Swampscott where he grew up and went to high school. As a young chemical engineer about to graduate from Tufts, Earle almost went off to Mexico to work. But one of his classmates suggested he try Bird & Son. Earle was hired here and started work shortly after completing college in 1925.

Mr. Davis began his career taking a foreman's training course in the Paper Mill and Box Shops for a year and a half. He then went into the Laboratory, doing mainly research work. These eight or ten years in the Laboratory were followed by two years as Foreman of the Beater Rooms in the Paper Mill.

For a man in charge of the Special Papers Division, this experience in the mill was invaluable. Now when Mr. Davis has a customer who wants Bird

& Son to make a special paper product, he not only knows how it can be made, but whether or not we can make it on our machines.

Mr. Davis referred us to the Christmas 1948 issue of the Neponset Review for a list of products of the Special Papers Division. Among these are index pressboard, filter paper for industrial filtration, lined boards, base wad and tack boxes. Much of the business in this division is, of course, made up of special orders, when Bird & Son tailor-makes a product for a customer. Mr. Davis reminded us that dealing in special papers is hardly new to Bird & Son, for the company was originally started as a manufacturer of special papers. In fact, we were making currency (which necessitates a high grade of paper) for the U. S. Government in the early 1800's.

If Earle Davis's name at Bird & Son is almost synonymous with special papers, in some circles outside the job, Davis and square dancing mean practically the same thing. He and Mrs. Davis are and have been for some time, square dance enthusiasts. They give lessons, Mrs. Davis furnishing the music on the piano. Earle calls for square dancing parties and he and his wife take part in as many as they can squeeze into a crowded schedule. They like nothing better than to pack their teen-age son and other young people into their car of a Friday night and all go off for a gala session of "Captain Jinks", "Wearin' o' the Green" and "Red River Valley."

Wylie G. MacIvor

WYLIE G. MACIVOR, recently named Sales Manager of the Horticultural Division, was born and



Wylie G. MacIvor.

brought up in Boston. He attended the High School of Commerce and graduated from the College of Business Administration at Boston University. Mr. MacIvor had already started his job at Bird & Son before commencement and had to get the day off to go back to college to receive his diploma.

Before his work on horticultural products, Mr. MacIvor had considerable experience in the Floor Covering Division. Starting as a Sales Trainee and Correspondent, he later went on the road, covering territory in New England at first. He became Sales Service Manager of the Chicago Flooring Office, was a Salesman in the Baltimore-Washington district and was Sales Service Manager for Flooring in the East Walpole Office.

The shift from work in the Flooring Division came for Mr. MacIvor when the Research Department was established. He joined this department in product and sales development, particularly in the horticultural line—plant bands and flower pots, for example. When the Horticultural Department was sufficiently developed to go into

(Continued on page 8)

Special Papers Executives

(Continued from page 7)

selling, Mr. MacIvor "went along" with this department, as he expresses it. He thus transferred his allegiance from Floor Covering to the Paper Division under R. A. Wilkins.

As Sales Manager of the Horticultural Division, Mr. MacIvor has three salesmen under him, L. E. Vierung, Hugh Reynolds and W. D. Marland, and two women in the office, Gladys Eisenhower and Harriet Phalen.

The MacIvors live in Norfolk. They have two high school age boys and a little girl of eight. Mac says he is a sports enthusiast, but he is letting his boys take over the more active MacIvor participation. Appropriately Mac is an amateur gardener—vegetables are his forte—but he says he is not home enough to get into the prize class. Mr. MacIvor counts music among his outside pleasures and is well known as a singer of considerable talent.

L. A. O'Rourke

LAWRENCE A. O'ROURKE has been Assistant to the General Superintendent of the East Walpole Mills since coming back here in 1946. He had first been with Bird & Son for a short time in the 1920's as a Research Chemist on plant development work. In the intervening years he was an executive with the Brightwater Paper Company of Adams and the Keith Paper Company of Turners Falls. Both are manufacturers of fine papers, such as writing paper and letterheads. Now he is working on the manufacturing problems of our special papers and in

that capacity is in charge of the East Walpole Finishing Mill (DF).

Mr. O'Rourke originally came from Maine, was born in Saco and graduated from the University of Maine with a B.S. in chemical engineering. While in college he worked summers on the paper machines in a mill in Orono, getting practical experience to tie in with his studies.

As the accompanying article on the changes in the Mill Office indicates, Mr. O'Rourke will soon have all the regular special paper products manufactured under one roof at the Finishing Mill. Such products as tube paper for the Flooring Plant, base wad (for cartridges), and index pressboard have been run for some time at this mill. Now, however, horticultural products are being shifted to this plant, as are filter paper and tack boxes. Larry Doane, foreman of this department, formerly at No. 2 Box Shop, is moving along with his men and machines. John De Costa will continue as Foreman of the present Finishing Mill departments. One of Mr. O'Rourke's current jobs is to get all the machines set up and working smoothly in their new location.

Mr. and Mrs. O'Rourke live in Walpole. Larry's pet recreation is sailing, which he indulges in by means of a Comet class boat of his down at Hyannis. He has sailed Maine waters and last year had this same boat on the lake in Sharon. The water down off the Cape is more to Larry's taste though. It's salt, but it's not so cold as the icy waters of the Maine coast.

Chicago, Shreveport Win National Awards

CHICAGO and Shreveport are to be honored with awards at the National Safety Congress being held this month in Chicago. The scores of all contestants have now been added up covering the year from July 1, 1948 through June 30, 1949, and two of Bird & Son's plants have made the grade.

Making the grade, according to the National Safety Council, consists of bringing your own accident rate down and also having a record of fewer accidents than the other manufacturers in your class. This is how the Chicago Plant stood at the end of a year. Its rate was 2.67 compared with 7.99 for the previous year. The average rate for the group was 14.53. This, of

course, is in the Chicago Plant's own class, Group C of the Paper and Board Re-Manufacturing Division. Looks like a good score, doesn't it? It is! Chicago placed first.

Shreveport was not far behind. With a rate of 3.41, the plant bettered last year's score, which was 7.66, by 4.25 points. Shreveport placed third in its division, also Group C.

The presentation of awards to these two Bird & Son plants will take place some time during the safety congress, October 24 to 28. Attending from East Walpole will be A. W. Smith, Personnel Services Manager, and F. V. Eisenhower, Safety Engineer.

The Child You Save—

THE safest person in the United States has moved.

It used to be a little girl in Connecticut. The National Safety Council's nominee for the mythical safety title is still a little girl, but now she lives in New Jersey.

The Council figures it this way: New Jersey had the lowest accident fatality rate of any state last year. The safest age group in the country was the 5-14 bracket. And for some reason little girls seem to be safer than little boys.

Accidents Top Disease

But the glitter of Little Miss Safety's crown should not blind public awareness that accidents still outrank by far any of the more generally feared childhood diseases as a cause of death among children 1 to 14 years old, the Council said.

There were 10,731 accidental deaths in that age group in 1947—three times more than were claimed by pneumonia, the next most important cause of death. And accidents caused 42 times as many deaths as polio.

Traffic Chief Hazard

The leading cause of accidental death to children is motor vehicle traffic, the Council said, and for that reason the back-to-school month of September was designated for special emphasis of child safety as part of the year-round "Operation Safety" campaign.

"Could you stop?" is the question being asked motorists in the appeal for child safety. Although parents, schools and officials all have a responsibility in the protection of children, the final responsibility for their safety rests with the individual driver.



Lawrence A. O'Rourke

Bird Club Fall Activities

Annual Meeting

AT the annual meeting of the Bird Club on September 8th, three directors and two club officers were elected. Chosen to continue in the offices they have held for many years were A. W. Smith, secretary, and H. S. Whitney, treasurer.

The directors elected for three years were W. A. Beaulieu, J. L. Coburn and S. F. Cavanaugh. The first two are re-elections. Mr. Cavanaugh takes the place held by P. F. (Parky) Rogers, who has been a director for many years but did not run again.

Following the business meeting when reports of committee chairmen were read, the thirty-six Bird Club members present adjourned from the Tower Room to the cafeteria for refreshments, courtesy of the Entertainment Committee. A company movie was shown as the closing feature of the meeting.

On October 6th, the president, vice-president and committee chairmen were elected by the Bird Club Council. Announcement of these will appear in the November Review.

Singers Rallied to Support Glee Club

REHEARSALS for the newly organized Bird Glee Club started the third week in September. For some reason yet to be discovered, the fifty or more who signed up originally for this activity had dwindled to twenty-four on the night of the first rehearsal and to an even smaller group by the second night.

"Obviously," says Chairman Chester Porter, "this is not a large enough number to make the activity worth while. Although the number of men and women was fairly evenly divided and although the various parts were fairly well represented, we need many more singers and we need them fast if the Glee Club is to continue this fall."

A special campaign for more members was launched by the Glee Club Committee the last week in September. Though the fate of this new activity still hangs in the balance as we go to press, the committee is hopeful that with vacations and daylight saving both over the original group of fifty singers will be reporting regularly for rehearsals in October.

Leonard Weaver, Geologist at the Norwood Roofing Plant, is the conductor. He has made an interesting selection of numbers—popular and singable, but difficult enough to be a real challenge to the boys and gals who like to sing.

Banquet, Oct. 22, Starts Off Season

TRADITIONALLY a banquet starts off the Bird Club season. Again this year there will be a roast beef dinner for all club members on Saturday night, October 22nd. A nominal fee is charged, although the greater part of the cost is borne by the club. The place is the Norwood Junior High School; the time, 6:30; the caterer, Holman.

The Entertainment Committee has already mapped out an active season. Next month a barn dance is planned, with every other number to be a square dance. Full skirts for the girls and high-cuts for men are the order of the evening. In December the club plans to repeat last year's popular Christmas party for children. Watch bulletin boards for notices of Bird Club doings.

Men's Bowling

By DICK SPRAGUE AND
JOHN HUTCHINS, Co-Chairmen

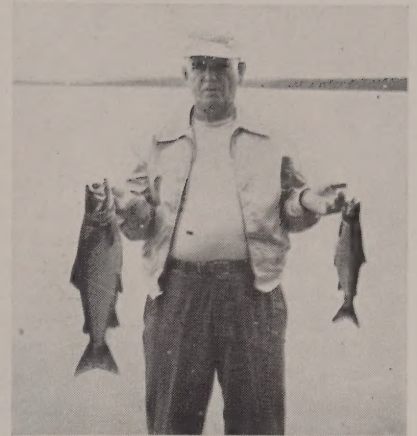
WEDNESDAY night is bowling night again for sixteen five-man teams in the Massachusetts plants and offices. There are five teams each from the Roofing and Floor Covering Plants and six from East Walpole. The teams started rolling on September 14th; as usual at the Norwood Sports Center.

It is pretty early to place any bets on the winner come next spring, but a good season is already shaping up. We can already forecast tighter competition than we had last year.

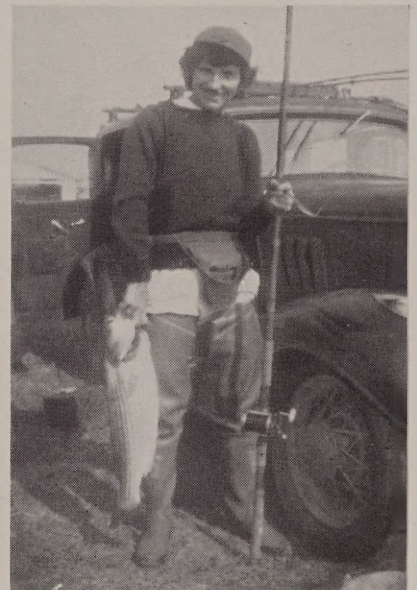
Girl's Bowling

By PAT McDONALD, Chairman

GIRLS' bowling got under way for the 1949-50 season on Tuesday evening, October 4th, at the Norwood Sports Center. By the end of September we had nine teams organized and thirteen subs lined up.



Ted Dahlquist of No. 1 Roofing Machine is still talking about the fishing at Moosehead Lake, Maine. Ted does more than talk, too. He brings back pictures to prove it. That's a 4½-pound salmon in his right hand.



Attention, fishermen from far away places like Chicago and Shreveport. Helen Goetz, East Walpole Payroll Clerk, went surf fishing at Nauset on the Cape last month and at 11:00 P.M. pulled in this 8-lb. striper—the first bass she had ever caught.

The fifty regulars make up eight teams of five girls each and one with ten on it. This last team is the hard-hitting Shifties—girls on shift work who take turns bowling every other week.

This year we are continuing the weekly one dollar prize for highest score. Next month there will be a Thanksgiving basket roll-off and another is scheduled just before Christmas.

The girls' bowling committee, besides the chairman, includes Kay Gullich and Berniece Potter.

Sloan Fellowship Executives Visit Massachusetts Plants

PRODUCTION managers, plant managers, sales engineers and other technical men from some of the largest companies in the country visited the East Walpole and Norwood plants on Tuesday, September 13. All of these men, holding important jobs in their own companies, are students once more, enrolled in a special management course under the Alfred P. Sloan Foundation at Massachusetts Institute of Technology.

Arriving at East Walpole at 9:00 A.M., they were greeted by Director of Personnel Creighton Hill and other members of the Personnel Department, and given a brief account of company policies and operations before making the plant tour. They visited in succession the Norwood Flooring Plant, the Norwood Roofing Plant, the East Walpole Box Shop and Paper Mill, arriving at the East Walpole cafeteria for luncheon.

One mark of a good executive is that he keeps his business appointments on time. These men were no exception. They arrived ahead of time and kept up

with their schedule during the busy morning here at Bird & Son, so that at 1:15 they were ready to start off again for their afternoon visit at the Bethlehem Steel Co.'s shipyards in Quincy. All the men expressed a keen interest in the operations of the three main divisions. The visit to East Walpole and Norwood is part of a full week of plant tours arranged by M.I.T. for these student-executives.

The Alfred P. Sloan Foundation was established at M.I.T. by the well-known General Motors' executive a number of years ago. It provides sufficient funds to take care of each man's tuition and enough additional compensation to care for him and his family during the year of study when he is on leave of absence from his company at a reduced rate of pay. Companies all over the United States nominate candidates for this course once a year. A committee of five qualified persons at M.I.T. screens the applicants, using a number of different factors for judging. These include such things as a previous college degree, a recognized executive po-

sition already attained and an indication of leadership as shown by his job performance and his activity in community affairs.

After a preliminary selection by the Committee, those who qualify are given a personal interview by the director of the Sloan Program. As the result of this interview a group of ten or more is finally selected by the committee for the one-year study program. The men who visited our plant are listed below, together with their company affiliations and their positions.

R. Winston Oberg, Assistant to the Director
Sloan Fellowship Program for Executive Development
Massachusetts Institute of Technology
Cambridge, Massachusetts

Robert H. Ausfahl, Senior Analyst
Standard Oil Co. of California
San Francisco, Cal.

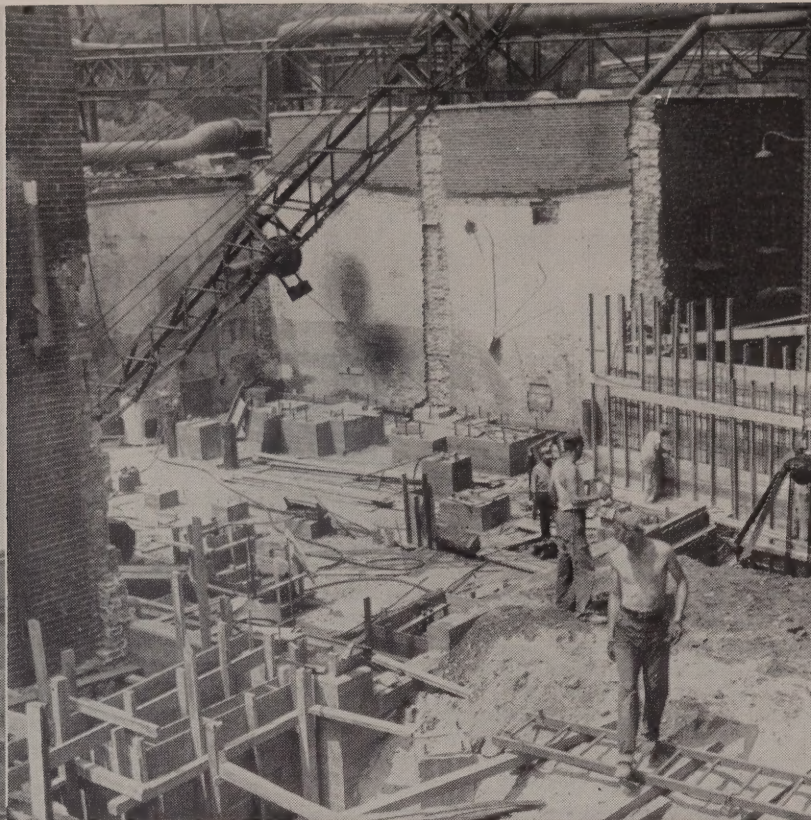
Daniel K. Chinlund, Construction Program Expense Control Engineer
Illinois Bell Telephone Co.
Chicago, Illinois

(Continued next page)



MIT Executive-Students have lunch in the East Walpole Brigade Room with Bird & Son officials. Clockwise around the lefthand table, A. W. Smith, Robert E. Scifres (National Gypsum Co.), E. M. Grout, R. W. Oberg (M.I.T. Sloan Fellowship Program), H. S. Whitney, B. W. Sauter (Radio Corporation of America), A. V. Wilson, J. C. Farley (Richmond Engineering Co.), F. P. Reynolds, H. E. Gravlin, Jr. (Ford Motor Company), H. S. Hanna, J. F. Hutchinson (Goodyear Tire & Rubber Co.). Righthand table: D. K. Chinlund (Illinois Bell Telephone Co.), Creighton Hill, H. G. Fromm (Johnson & Johnson), B. D. Rogers, J. L. Knapp (Corning Glass Works), R. H. Ausfahl (Standard Oil Co. of California), H. E. Sawyer, Jr., (behind Mr. Anderson) A. H. Anderson, E. L. Chamberlain, and L. P. Doty (Pratt & Whitney Aircraft).

Power Plant Construction



The new East Walpole Power Plant is going up faster than we can take pictures of it these days. A few weeks ago the foundations for the Boiler Room looked as the picture at the right shows. The left-hand picture shows the new Turbine Room construction as it appeared on August 5th.

Leete P. Doty, Assistant to Machine Shop Superintendent
Pratt & Whitney Aircraft
East Hartford, Conn.

James C. Farley, Production Manager
Richmond Engineering Co.
Richmond, Virginia

H. Gordon Fromm, Plant Manager
Johnson & Johnson
Cranford, N. J.

Harry E. Graylin, Jr., Technical Chief
Production Foundry
Ford Motor Co.
Dearborn, Michigan

Joseph F. Hutchinson, Sales Engineer
Goodyear Tire & Rubber Co.
Akron, Ohio

James L. Knapp, Plant Manager
Corning Glass Works
Central Falls, R. I.

Basil W. Sauter, Assistant Superintendent
Radio Corp. of America—RCA-Victor
Division
Camden, N. J.

Robert E. Scifres, Plant Engineer
National Gypsum Co.
Mobile, Alabama

Safety Course Begins Oct. 25 at M. I. T.

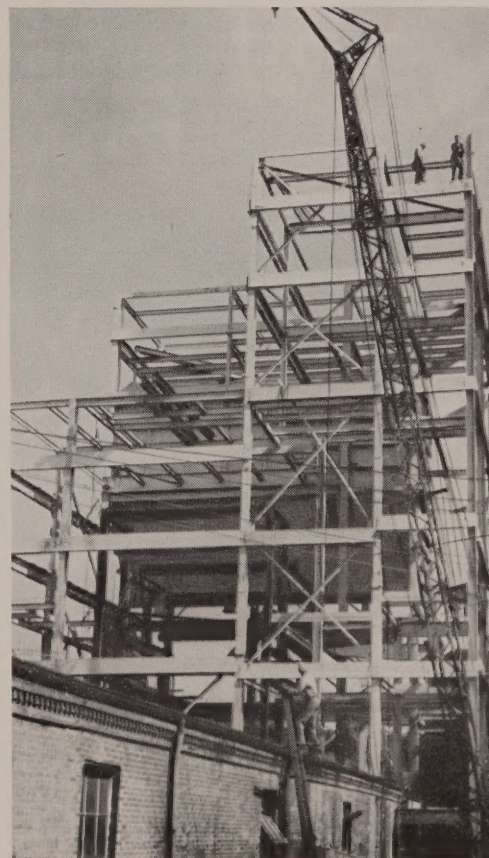
AN eight-weeks course in industrial accident analysis and prevention is offered this fall at Massachusetts Institute of Technology, Cambridge. This course is designed to fit the needs of safety engineers, inspectors and others interested in industrial safety. The course starts Tuesday evening, October 25th, at a fee of \$10.

Sponsored by the Massachusetts Safety Council and the State Department of Education, some of the subjects covered will be:

- History of the Safety Movement and Workmen's Compensation
- The Development of Safety Standards
- The Foreman and Safety
- Conference Leadership Techniques in Supervisory Training

Lecturers will be national authorities in industrial safety. Such well known men as Edward L. Wilkins, Director of Industrial Safety, Massachusetts Safety Council; John P. McGrail, Massachusetts Department of Education; and Prof. Edward R. Schwarz of the M.I.T. Safety Council, are directing this course.

By September 15th the new boiler plant had grown by leaps and bounds. Nearly all of the steel work had been completed at the time this picture was taken.



The superiority of the American system is eloquently proved by the pressure of people who want to crash our borders.

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM

MARJORIE PYNE
DOROTHY McELENNEY
JULIA LEWIS

Hello and welcome to Rita Petroni, our latest addition to the Mail Room.

Congratulations are in order to Wallace Duncan of the Cost Department on the birth of a bouncing baby girl, Kathleen Alice, on September 20th. Wally says she is "fat and sassy" — proudly. We suspect there will be no more full nights of sleep for Wally for a while.

Mary Bannon, Kay Dowdie, Peg Corcoran and Matty McLauchlan are back to work after a very pleasant trip to Quebec and Montreal.

Ben Taylor spent three weeks of vacation in Maine, where we hope the fishing was really good.

M. J. Hawkins is the extremely proud grandfather of a baby girl, Margaret Clancy. Be careful, Mike, and don't spoil her too soon.

Sis and Joe Gianetti spent their vacation on a dude ranch at Stony Creek, N. Y.

Reggie Cotton reports a wonderful time on her vacation in New Brunswick.

Julia Lewis has a brand new shiny Plymouth club coupe. It is maroon like her previous Fords, but as yet she has no name for it. She's stuck for a name now that she has given up the Elizabethan (i.e. Lizzie) dynasty. Her last car was Elizabeth the Third.

A hearty welcome is extended to Eleanor Shea to the Cost Accounting Department and to Joan Peterson, who has joined Purchasing.

We are particularly glad to welcome back Albert Eckert, who has returned to his desk after being out sick for a long time.



This adorable young lady is the ten-months-old daughter of Charles Tapley. She is the Pin-Up Baby of No. 5 Paper Machine.

Sophie Flynn is sporting a new Chevvie. Marion Smith spent a few days recently in Albany, N. Y.

More new cars: Frank Eisenhower and Isabel MacLeod both have new Chevrolets.

Speaking of Isabel MacLeod, she says it certainly pays to advertise. She had lost her hospital graduate nurse's pin and ran an ad in last month's Review, asking anyone who found it to return it to her. The very next morning Earl Hanson of No. 1 Box Shop called her and said he had found it! She says, "Thanks very much."

Sept. 20. Irene Ippolitti came in this morning with a lovely diamond. The lucky fellow is Peter Iafolla of Medfield. No date has been set for the wedding. Irene just says, "Sometime next year."

Bill Koehler is pretty proud of that son of his, William O. Koehler, Jr., who has been promoted to the grade of sergeant in the Air Force. Bill, Jr., has been down in San Antonio, Texas, but expects to get orders to California later this fall.

Kay Gullich of Payroll became engaged on September 2nd to Ralph E. Williams of Walpole. Ralph worked in Roofing Shipping at one time. Kay hasn't said when the wedding is to be as yet.

Edith Dion is recuperating after an appendix operation. Hope to see you back soon, Edith.

The Army ain't what it used to be! Wally McGrath, former Office Boy, now with the 23rd Infantry Division at Fort Lewis, Washington, writes that he has just graduated from "Food Service School." It was simply Cooks and Bakers School in our day. Wally also says he had to get up at 4:30 every other morning.

May Harper spent part of her vacation in Maine and part attending her daughter's graduation from the Massachusetts School of Physiotherapy.

Hilda Rafuse vacationed in the Pocono Mountains of Pennsylvania. She had a grand time and says the scenery was beautiful.

Mary Dill has also been to Pennsylvania. She visited her sister in Philadelphia.

Roxy Coburn has a new black Ford, a custom-coupe. Pretty smooth, pretty smooth!

Now that Harriet Phalen has left the fold for the Mill Office, Julia Lewis says she will be willing to cover the first floor of the Main Office for Review news. Our thanks to Harriet for serving on the Review.

Ellen Dray Burke is no longer of the Credit Union, but is happily staying at home being a housewife. Her last day as a business girl was September 30.

Welcomed at the Credit Union is Eleanor Johnson, transferred from Carton Sales. Like Ellie Burke, she too is an attractive blonde. The ratio of brunettes, redheads and blondes thus remains unchanged.

Carl Ransow, Polly Ransow's brother, came home from China the first of October on a visit. He and his bride flew from Hongkong via the Pacific and across the United States from the West Coast. Carl



Sgt. William O. Koehler, Jr., of the Air Corps, is the son of W. O. Koehler, head of Advertising Display. Bill, Jr., has just made sergeant at his air base down in San Antonio.

Ransow had been in China two and a half years, where he was employed by the Standard Vacuum Oil Company. His headquarters were in Tsingtao, Shantung Province, in northeastern China. After the Communists took over, he was first transferred to Shanghai and later to Hongkong.

PAPER MILLS

THOMAS FLOOD
EDWARD GERAGHTY
FRANK NYBORN
GEORGE LAMORE
EDWARD WISNIEWSKI

PETER GLEBUS
DOMENIC McKENZIE
JACK HOLLIDAY
CAROLYN DELANEY
NINETTE PETRONI
EDWARD POWER

Peter Folan has returned home from the Norwood Hospital after a successful operation. We all hope to see you back with us soon, Pete.

Advt! Finest quality fruits and vegetables may be purchased at Rocco's Open Air Market, Route 1, Norwood, near Norwood Manor. Proprietor, none other than Stock Transfer's Rocco Puopolo.

WAVE Dorothy Lobisser just before she left her job at the Laboratory was presented with a box of candy and a sum of money as a farewell present from members of the Laboratory and Inspection staffs.

Elsewhere is the story of the new set-up at the Mill Office. Here we'd like to take the opportunity to extend a personal welcome to newcomers Gladys Eisenhauser, Harriet Phalen and W. G. MacIvor.

Welcomed to the Stock Transfer Department are Thomas Gugliotta, Mario Presentato and Bob Whitty.

Al Mucciaccio, Backtender on No. 2 Paper Machine, had quite a time on his vacation. He spent it with an old Army buddy at Monticello, Maine. While in Maine he

stopped at Belfast to see Jim Trenholm, formerly of the Machine Shop and Paper Machines. He was interested to see Jim's place, a nice layout with sixteen cabins on Penobscot Bay. This was fine, but on the way home Al had a blow-out which landed him in a ditch at a 45-degree angle. Luckily he got pulled out by a passing Massachusetts motorist. He was almost out of Maine into New Hampshire when at Kittery his transmission stuck in high speed and he had to ride the last 74 miles home that way. After he got home he eventually had the car fixed and turned it in for a brand new Ford. "That's much better," says Al.

Anyone wishing to hear about the birds and the bees—especially the bees—see Bernard Walker. While mowing his lawn, Bernie accidentally ran over a hive. Then it was Bernie instead of the lawnmower which was running. Result—27 stings. Bernie will be glad to tell you all about bees, describing their ancestry in vivid language for three generations back.

NO. 1 BOX SHOP

JOHN P. WALSH	LORRAINE OLSON
RAMONA CHICOINE	EDWARD PADUCK
CATHERINE BELLEW	HENRY JOHNSON

Agnes Fraser reports a grand time in Florida, where she attended the National VFW Convention.

Frank Montisano is now sporting a 1949 Buick.

John Barrett enjoyed his well deserved three weeks' vacation.

As we go to press, we welcome the following newcomers to the Corrugated Department: Marie Marchand, Mary Coyne, Carolyn LaCivita, Roxanne McLaughlin, Joe King and Ed Fitzpatrick.

Summer is gone and so are our summer workers. Best of luck to Bill Perednia, who

Retired



Coleman Conroy, 280 Railroad Avenue, Norwood. From Feb. 27, 1923, on the Paper Machines, East Walpole. Since July 16, 1945, Third Hand on No. 4 Paper Machine. Retired Sept. 19, 1949.



Lydia N. Engberg, who helps keep our office looking nice, sends in this cute picture of her youngest grandchildren, Bobby and David Hoyle. Bobby is a year and a half and David 5 months old.

leaves to attend Tufts Medical School; to Dan Perednia, his brother, who is back at Mohawk College in New York; and to John (Doc) Moylan, now a student again at Boston College.

Paolo Persechino went to Italy for a visit this summer. We hope to have some pictures of his trip for next month's Review.

NO. 2 BOX SHOP

ELNA GOTTBORG	JOHN McGRATH
A. D. SMITH	BERTA WHITE
BARBARA COYNE	

Among late vacationers are Arthur Hassler, Arthur Kennedy, Leo Sears, Angelo Delsignore and Jimmie Patchin.

Billie Madusky recently became engaged to Dolores Dolan of Everett.

Leo Levitre enjoyed his vacation taking daily motor trips with his family.

Buff Cornelia put 10,000 miles on his new Pontiac on his vacation trip through the Canadian Rockies, including Lake Louise, and as far southwest as California.

Jimmie Patchin has broken ground for a new house on Washington Street, Walpole.

Congratulations to Charlie Ricker, who just got a new Studebaker, and to Angus Boyle, who has a new Chevrolet.

Mr. and Mrs. Stanley Drost are receiving congratulations on the arrival of their first child, a son, born at the Norwood Hospital, September 15th. Thanks, Stanley, for the cigars.

Congratulations to Larry Doane, Foreman, who completes thirty-three years of service with Bird & Son this month.

Betty Kugel White is back to work again after her marriage on September 9th to Thomas White. Best wishes!

Alma Walsh enjoyed a vacation at Wolfboro, N. H.

George Chapman was in Maine for his last week of vacation.

Leo Sears showed up not long ago with a nice shiny 1942 Buick sedan.

John Clancy vacationed in New Glasgow, Nova Scotia.

Frank LaCivita has returned to work after being out several weeks because of an injury to his hand.

Mary Cofsky went to Newport for her vacation, while Minty Saulen chose New York for his.

ROOFING MILL AND OFFICE

ARTHUR McKENNA	ROGER PERCY
LEONARD WEAVER	JOHN FOLAN
LOUIS SILVESTRI	DANIEL TRACY
JOSEPH NEVINS	VICTOR NARCISO
DOROTHY DARGAN	JAMES MURRAY

Our congratulations to Mr. and Mrs. Percy Hayward on the birth of their first child, an eight-pound son, on September 12th.

Pierino Palazzi is back at work following a leave of absence spent visiting his father in Italy. He had not seen him for some years. He reports a very fine vacation, but said he was glad to return to Norwood.

Enrico Ranaldi is now the proud father of a nearly-eight-pound baby boy, born on September 28th and named Anthony. Thanks for the cigars, Rip.

Herbie Snell has returned to work after spraying the town of Plainville. No, Herbie doesn't fly a helicopter and spray the trees with DDT. He was at his home in Plainville—with a bad cold.

Mario Lach, Clerk at the Granule Plant, sure does make fast trips to Washington—ten hours one way.

Bertil Ostrom has just become the owner of a brand new Chevrolet, which ought to attract plenty of fair maidens.

Jack Bailey and wife spent a most enjoyable vacation at Bar Harbor, Maine.

Eddie Carberry and family spent their vacation at Swift's Beach.

It's a new daughter for Salvatore Freni and the Missus. The baby was born September 22nd, weighed 7 lbs., 12 ozs. and is named Lorraine.



Last year we showed you this group of Bird V.F.W. officials at the National Convention in St. Louis, and this year here they are b'gosh way down in Miami, Florida. Left to right, Edward Paduck and Agnes Fraser of No. 1 Box Shop; Julia Smith, Main Office; and Thomas DiSena, Norwood Roofing. They report temperatures of 85°, humidity of 150%, a real honest to goodness hurricane, and a fine convention!

Review Reporters at Roofing



Correspondents who keep you posted on what's what at the Norwood Roofing Plant. Left to right, James Murray, Dorothy Dargan, Louis Silvestri, John Folan, Leonard Weaver, Roger Percy, Joseph Nevins, Victor Narciso, and Arthur McKenna. Daniel Tracy was not present when this picture was taken.

Harry Sahlin is sporting a 1947 Dodge.

Anyone wanting to learn the latest dance steps, get in touch with Edward J. (Baldie) Ceglarski. Place, Norwood Elks Club; time, 8 p.m. every Saturday night.

One of the new men in the Shipping Department, Bynum Vickory, a lad with a Southern drawl, has a great appetite for ice cream. He has been known to consume a half a dozen or more sizable scoops of assorted flavors at one sitting.

While others are building new homes, Tony Utorka is enlarging his present house by adding a large dormer to take care of the needs of his growing family.

Rocky Silvestri is back to work at the Granule Plant after giving up his job in New York. Welcome back, Rocky.



Michael Malacaria, Jr., tries out his sixteen-months-old legs running along the sidewalk in Norwood Square. Mike, Senior, works at the Roofing Sample Department.

Joe Savino spent his vacation at various beaches with his wife and daughter.

Howard Bearce and wife visited their son up in New Hampshire for a few days.

Vincent Cappuccio had a pleasant week visiting friends and relatives in and around Boston.

Tony Campisano and Roger Percy flew to New York and back to see the Boston Red Sox lose two games to the Yankees.

James Palmerini has just purchased a '41 Dodge.

Frank Herman is now sporting a new 1949 Chevrolet. Happy motoring, Frank.

The front end crew of No. 9 Machine spent the evening of September 22nd in Boston. They first attended the famous Old Howard Theater and then went to the College Inn for refreshments. We didn't hear of anybody who didn't have a good time.

Bill Hall and wife have returned after two weeks at Nantucket.

Ernie Zinkowski is the proud owner of a new television set. Any empty seats left in the house, Ernie?

Al Carlstrom hopped onto the slow boat for China following the Red Sox' loss of the American League pennant.

Harold Taft is quite a fisherman — goes out of Plymouth on a regular 40-foot fishing boat. On the last trip out this season the party went twenty miles straight out towards Provincetown and brought back a good catch of those old reliables, cod and haddock.

Chick Calderwood has just bought a 1940 Pontiac.

Louis Cataldo and his wife made a few trips to New Hampshire while he was on vacation.

The last few vacationers from Maintenance have returned to full-time duties. Ralph Kemp is back from touring Virginia and Washington. James Brooks ventured forth to Greenwich Village, N. Y. Mal MacDonald toured Maine and part of Canada.

Lauri Jalkanen flew to his native Finland to visit friends. He has no relatives over there. All this was on Lauri's two weeks' vacation.

Joe Meau's hand injury is coming along fine, we are glad to report.

The last of September a group of fellows who work at Maintenance went down to Andy Wright's cottage at Rexham, traveling via Sansone bus. They had a fine feed of lobsters, steamed clams, beer, potato chips and coffee. All who went said many thanks to Andy for making this outing possible.

Andrew Betro and wife vacationed at Newport Beach for a week.

Carl Peterson has recently bought a '41 Hudson club coupe.

Charles Fiedler spent part of his vacation in New York with old GI friends.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY	DOROTHY HAWES
RICHARD ELLIS	CLARENCE PHILLIPS
JAMES CONNOLLY	JOHN GROVER
CHARLES COBB	RUSSELL RICHALL
CHARLES NOVICK	

Al Trask took in the Brockton Fair and had a fine time until he lost \$19.00 — but quick!

Nappy LaCasse is in the hospital at this writing, but we hope he will soon be up and around again.

On the 26th of September, Mrs. Borgeson presented Norman with a new son. Friends of Norman in his Department wish to remind the new father that they have *not* given up cigars.

Jim Connolly is up and about after the loss of his appendix.

George D. Cristoforo of the Laboratory drove recently to New York in his Model A to see A Model. "She is," George says, "just a friend."

Bill Riley helped to make Brockton Fair a success by taking his vacation while the famous fair was on.

Nestled in their new homes for the winter are Frank Clem and Bill Mark. Frank is located now on Andrew Street in Norwood, while Bill picked up and left East Walpole for Sharon. Not to be outdone by his buddies, Larry Hewins moved to Common Street, Walpole.

Herb Johnson and Joe Wall, the Lab's baseball enthusiasts, took in a Red Sox-Yankees tilt at Yankee Stadium, where they saw the Sox get "took in."

Tom Rogers, Foreman of the Print Machines, became a father-in-law on September 10th, when Tom, Jr., took the fatal step.

Frank Kissell has moved to his new home in East Walpole.

We are sorry that Andy Malacaria is out sick. He has returned to his home from the Norwood Hospital.

Congratulations to Otto Engdahl on the new arrival at his home.

Vacations are still not over. Messrs. MacDonald, Scott, Clarkin and Ellsworth have recently been on theirs.

History of the Norwood Roofing Plant

By GEORGE E. SMITH

Second Installment of the history begun in the September Review



Women in industry, probably before 1910. These girls worked at the early Roofing Plant, packing nails and running box ending machines. At the left are Florence Salmon and Ethel Salmon. At the right: May Keddy, Alice McCall and Mary Friary. See shadow of cameraman and draped camera in left foreground.

1904

THE first section of the present Roofing Mill in Norwood was built in 1904. It consisted of a machine room space 100 feet wide by 245 feet long, which is the space from the machine shop door up to about the middle of the present office building, or up to where the hospital was formerly located.

1905

In 1905 the present FB-5 building which houses the laboratory and cement department was built; also this year FB-6, the Galvanizing building, which later was torn down to make room for the Floor Covering Mill extension.

In 1905 the present machine shop room that houses the storeroom was built and also in this year, FB-17, which is the so-called "new part" of the machine shop, was built to house the coating kettles that supplied the roofing machines. In those days the coating asphalt came by car in blocks. If the weather was cold the refiners would not blow to as high a melting point as they would in warm weather. The box cars were spotted at the end

of the present shipping platform and the blocks of asphalt were thrown out of the car onto the ground. The kettle house men then loaded the blocks onto a large warehouse truck and pulled and pushed it down the hill and into the kettle room. The blocks were thrown into the kettles to be melted; then the mass was blended with linseed oil and perhaps some Gilsonite to make the famous Paroid Coating. The kettles were heated with a gas producing machine situated in the boiler room.

The first roofing machine which made roll roofing was built in the space next to the present building paper machine and toward the tracks. It proved to be too slow and did not do a good job so a new one was built on the other side of present FBPM#6 and this one was the famous No. 7 Machine which made all of our smooth rolls until 1939.

Dan (Domenic) Triventi told me that our present building paper machine was brought down from East Walpole in 1909 and is practically the same in looks and operation as when it came down. They made Black Building Coated Paper in the so-called

paint house at East Walpole until 1909. Here then, constructed in 1904-1905, were the essential buildings and pieces of equipment to form the nucleus of the present Roofing Plant. These first two years saw the completion of a Machine Room with one Roll Roofing Machine, a Repair Shop, a kettle house for handling asphalt, and a Boiler Room for steam and heat, and a steam engine for power. Owen Gaynor was the first Superintendent.

From 1905 to 1912 there was no great expansion so far as buildings and machines went.

1905—Started the making of tin caps from old tin cans obtained from dumps around Boston. The caps were dipped in wax and lamp black.

1906

A battery of nail machines was installed in the basement of the building near the bridge now occupied by the laboratory and cement department.

1907

There was no galvanizing equipment for nails as yet, but an attempt was made to get some protection as

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SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPATAC
RICHARD POTTER, Photographer

Daughter Honored at Girls' State

OLLIE SHERBURNE is walking around the office these days a very proud daddy. In fact, his shoulders are back and his chest stuck out so far that he can hardly get through his office door. However, on reading the Shreveport papers, we can understand why he feels so proud and we don't blame him. Here's why.

Dawn Sherburne, Ollie's daughter, a senior this year at Byrd High School, was recently a delegate to "Pelican Girls' State." She was chosen along with some 450 other high school students throughout the State of Louisiana to attend this ten-day gathering at Louisiana State University. The Ladies' Auxiliary of the American Legion sponsors Girls' State, a practical course in politics and government. Pelican Girls' State was one of the Boys' State and Girls' State sessions which the American Legion and its Auxiliary run

each summer for the young people of practically every state in the Union.

On arrival at the University for Pelican Girls' State, each girl was assigned to one of two hypothetical parties. From the first day on until the close of the session, the girls ran elections for city, parish (county) and state offices. At the first party caucus Dawn Sherburne was elected General Party Chairman and in that office had complete charge of all the candidates' campaigns for her party. In the Parish elections, she was elected High Sheriff, and was also elected Senator from her District. In the State elections, Dawn won her party's nomination for State Auditor, but went down to defeat by three votes in the final count.

The crowning climax—of which daddy is so proud—came the last day when at the final assembly the special awards were presented. Out of four

hundred and fifty girls, two were given the Distinguished Service Medal. One of these girls was Dawn Sherburne. The citation on the medal read: "For service to Pelican State beyond the Call of Duty."

Dawn was chosen a counselor to return next year to help and advise those students who are elected to attend the next session. Ollie says now that there is a successful politician and campaign manager in the family, he is seriously considering running next year for governor. All he would have to do is beat the Long machine.

(Editor's note: See story on Phillipsdale page of another Bird & Son daughter who took part in a Girls' State.)

Big Bass Contest

THE Big Bass Contest is begging for an entrant. You fellows had better get on the ball and start bringing in the big ones, as time is slipping away. Also remember that R & M Hardware, 1618 Market Street, is giving \$5.00 in merchandise to the winner. Mr. Richardson would be happy to see you fellows, help you with your fishing tackle and tell you about the three contests he has going from his store with some very valuable prizes for the winners.

Shreveport Speaks

Not long ago Fred May went to Denver, Colorado, on a two weeks' vacation and sent in his route sheet marked "convalescing." A few days later he was rather excited when he received an Air Mail Special letter. When he opened it he found a "Get Well" card, signed by the Shreveport Office force.

William Winkler, whose picture appeared in the last issue with a nice string of white perch, has asked us to please inform our readers that it was the WEIGHT of the fish and not the SMELL that caused the seemingly awkward position.

Bill Baxley was so excited the morning the tourist camp burned in Bossier City he almost forgot to eat his breakfast.

Dude Davidson is still complaining of spending three years looking for a Yellow Chugger only to have it taken from him by Mrs. Davidson. On a recent fishing trip she



The Rust Engineering Superintendent, Foremen and Office Force in front of the Shreveport Felt Mill they are building. Standing, from left to right: F. M. Murphy, N. K. Steenhil, J. J. Mosely, J. Wallace, W. O. Schwum, J. G. Hamilton, D. N. Warner, Marie Sloan, C Norris, Merle Parry, A. S. Palmer, J. Malone, A. Taylor, P. Hensel. Seated: F. Marino, J. MacGrady, L. L. Ryan and T. Malone.

opened the tackle box and took out a Pink Eye Runt and Dude's prized Yellow Chugger and said, "Daddy, you may have the balance of the baits, but these two are mine."

Recently Ollie Sherburne, leaving the show at the Broadmoor Theatre, found his Studebaker jammed on the grass with the front end badly bent. He didn't know who the culprit was and had the car taken in for repairs to the tune of \$97.00. Imagine his surprise and pleasure next morning when someone called him on the phone, admitted the damage and offered to have the car repaired 100% free of charge.

Cyril Wilde relaxed for a week, spending his vacation in Shreveport, Louisiana.

N. R. McNeill spent a vacation in Colorado. Hope he took his long undies 'cause we heard they are having plenty of snow out there now.

H. B. Beauchamp underwent an operation September 13. According to the latest report we had from Mrs. B., "Bo" sleeps all the time. We wish for him a very speedy recovery.

Hold the presses! Just as this was being typed, Blanchard Watts drove up to the plant in a new Chevrolet Tudor, satin green, with all extras. Dude Davidson said it was beautiful and he liked the front very much but is afraid there isn't enough room in the back for his fishing equipment.

We wonder if Mrs. Claude Ragsdale knows her coffee has been bragged about by practically everyone in the plant. Too bad she's not here to hear the compliments. "Rags" hardly sets his lunch box down when McNeill, Potter, Markham, Davidson, Cooper, P. Johnson or somebody grabs it for a spot of coffee.

We welcome Mrs. Edwin McPherson to the Billing Department. She is taking Wanda Outlaw's place. Wanda is moving to Missouri where her husband is being transferred. We are sorry to see Wanda leave, but believe she is leaving the department in capable hands.

Grace Fuller planned to spend a week's vacation resting.

Gertrude Salter enjoyed a week's vacation resting at home. Gertie took a week-end trip to Galveston recently and said that she would be content to stay home this week and just rest.

Gladys Bryan hit the high places on her vacation map. Her first stop was to pick up her parents in DeRidder. Then she drove through South Louisiana, Mississippi, to Pensacola, Florida, and then back via Houston, Texas. She reports a very nice time.

Shreveport's Petticoat Rembrandts, Gladys Bryan and Lucille McMurtry, seem to be progressing nicely with their painting. They have taken up painting figurines now. It's hard to tell what may be next for those two.

Kavat Loe spent his vacation at home and fishing on Cross Lake from his boat with the new Johnson outboard motor. He is now planning to build a plywood boat.

A. C. Sheppard spent his vacation at home with his son, who had just had an operation. Jerry Lane, age 2, was bothered with hoarseness and sore throat. But now that he has been through big-sounding op-

(Continued on page 18)



It's 11:45 and the preaching is about to begin at the New Zion Baptist Church near Shreveport. The preacher is Joe Gilliam, who holds down a job at Bird & Son during the week, and who preaches effectively to this loyal congregation every Sunday.

Employee is Baptist Preacher

JOE "Preacher" Gilliam, Jr., is both a Baptist preacher and an employee of Bird & Son. Week-days he checks felt in the Shreveport Plant's Felt Handling Department. On Sundays he preaches the Word of God.

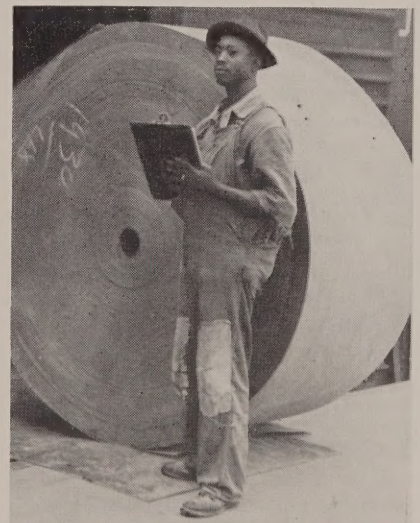
"Preacher's" church, Zion Baptist Church, was founded in 1923. The founder's picture can be seen hanging at the rear of the rostrum, together with a picture of the original church building. The clock on the wall shows 11:45 and the preaching service is about to begin. By this hour many churches are through with the morning service, but here at Whistling Pine, as it is sometimes called, Sabbath School is only just over.

Their religion plays a very important part in the lives of these people. At Zion Baptist Church there is some form of worship or group meeting practically all day Sunday. Church membership is two hundred and they have seven deacons.

Joe Gilliam, Jr., came to Bird & Son, February 18, 1941, as Material Receiver, a job now classified as Checker. His chief duties are unloading dry felt and making the necessary receiving reports. "Preacher" must be a success at both his spiritual and secular jobs, if one can judge the first by the size of his congregation and the second by the

fact that he is well thought of by fellow Bird employees and his foreman, D. L. Oliver.

"Preacher" lives between Blanchard and Cross Lake Road near where Eddie and J. C. Marshall, Herbert Harrell, Doles Taylor, H. C. Dawson and a number of other employees live. Since these neighbors of his have a church within a stone's throw of their houses, Joe must needs make the long drive to Zion by himself.



Joe Gilliam on his job as checker in Shreveport's Felt Handling Department.



Mr. and Mrs. Jackie Wise cutting the wedding cake at the home of the bride's aunt. This nice looking couple are now at home in their own apartment at 976 North Market Street, Shreveport. This is close to Bird & Son where Jackie works as a slate man on the night shift, close to Naylor Truck & Tractor where Mrs. Wise is employed and also close to the Baptist Church where they were married.

Shreveport Speaks

(Continued from page 17)

erations like laryngoscopy and tonsillectomy, we certainly hope he continues to improve.

T. C. Dawson sold his cotton crop the other day and came to work the following Monday in a slick 1939 Chrysler.

John Lee is now driving a newly acquired two-tone brown 1947 Chevrolet sedan. C. D. Sharpe has a new-to-him 1947 Chevrolet 4-door blue sedan.

A. W. Miller is the man of the hour with a 1950 model Studebaker with a snazzy maroon finish. He is really proud of it and has a right to be. Of course, the office's glass car (held by the latest new-car owner) was moved at once to the Traffic Department.

Cephas Myers was passing out cigars yesterday in celebration of the arrival of a new baby girl, Lajuana Jo, September 13th. This is the Myers' first child and Cephas is a very proud papa. Mrs. Myers and Lajuana Jo are both doing fine.

We were sorry to hear of the sudden death of Phil Johnson's father-in-law. Phil took another week of his vacation in order to be with his wife.

Elijah Taylor's mother passed away Wednesday, August 31st. We extend our sympathy to you, Elijah.

Robert Jenkins and wife are resting

much easier since their daughter, Mary Katherine, is out of the hospital and doing fine.

Malvin Barnette and Oliver Daugherty got to talking the other day and suddenly remembered they served in a Wyoming CCC Camp together a number of years ago.

Ed Bailey has been batching while his wife and family visited sick relatives in San Angelo, Texas. We are close to Texas state line but San Angelo is some 450 miles from Shreveport.

Rosa Lee Marshall, wife of J. C., left the hospital yesterday, September 15. We know she is glad to get home to those six children, especially that last one, born July 27th.

If you wanted the latest on baseball all you had to do was contact N. K. Steenhil of Rust Engineering Company. He would lay you a bet before you could say "Jack Robinson." Each morning at coffee he was well posted on all Shreveport and major league games.

Can you top this? Charlie Patterson recently heard a knocking on the closet door of his home. He cautiously opened it, to be greeted by his trusty shotgun, which, according to Charlie, wanted to be cleaned and put into shape for the approaching squirrel season.

There are three Bird families in the 100 block of Island Street now. J. D. Teutsch, Alvin Patterson and Ed Price all like this location because it's close to their work and down-town too.

Home Fires

FIRE Prevention Week, October 9-15, reminds us that fires *can* happen, but *need not* happen if we use a little thought and care.

As you get the furnace going again this fall, check the following:

1. Are grates in good condition, not cracked or broken?
2. Are pipes without weakness from rust?
3. Is there any uninsulated wood close to furnace, stove or pipes?
4. Is the draft system adequate to carry away fumes or gases?
5. Are fireboxes sound, without cracks or leaks?
6. Are smoke pipes tightly cemented into the chimney with no loose joints?
7. Are flues, smoke pipes and chimneys free from soot?

Fire is no respecter of persons or property. Make a fire inspection around your home and do it **NOW!**

Odd Items

Did You Know?

That it is a Massachusetts law that motorists must bring their vehicles to a full stop when approaching a blind person guided by a dog or carrying a

white cane, who is attempting to cross a road or street.

Registrar of Motor Vehicles Rudolph King points out that this little-known law is on the books, and is being enforced. Apparently thoughtless

drivers have caused accidents to blind people, making such a law necessary.

Phobias Are Phasionable —

What Kind is Yours?

You are a nobody today unless you have yourself a phobia or two. Phobias are phasionable.

If you don't have a phobia, we can fix you up with little or no trouble.

There is one thing to guard against when you are taking on a phobia. You'd better not choose helminthophobia or pediculophobia. Helminthophobia is ah, er, the morbid fear of infestation with worms, while pediculophobia is the fear of infestation by, ah, er, lice.

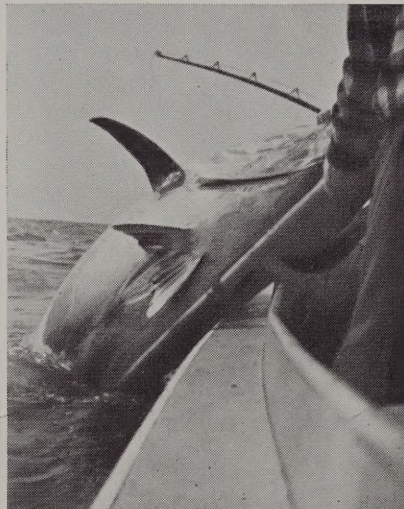
But there are plenty of others to choose from. Acaraphobia is fear of the itch. Siderodromophobia is fear of railroads.

Bromidrosiphobia is morbid dread of Beece. Oh. Hematophobia is fear of the sight of blood, and not recommended if you are a vampire. Gynephobia is fear of women and androphobia, vice versa. Traikaidekaphobia is dread of the number thirteen, but you'd better not get this one. You'll never be able to pronounce it.

Kathisiophobia is the fear of sitting down. This is acquired by horsemen and naughty little boys.

We advise especially against phagophobia. This is a morbid dread of eating, and not the healthiest phobia in the world.

After all this, we've got ourselves a phobia of our own. We call it phobiaphobia. It is the morbid dread of phobias.



Remember the story in the Review last year about Albert Surette of the Norwood Roofing Plant and his tuna fishing luck at the Gloucester Fishing Banks? Al has been at it again this year, this time down in Nova Scotia. You can't see much of Al, but there's no doubt about the fish in this unusual picture taken just as the fish was landed.

NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA HANSEN, VIRGINIA O'BRIEN, LAWRENCE PETERSON

Chit Chat

We are glad to see Henry Ahrens back to work again. While "Red" was in the hospital, several of the fellows from his department went up to visit him. They asked for Henry Ahrens at the information desk and one of the lads was sent up to the third floor. Imagine his surprise—to put it mildly—when he discovered he was in the maternity ward! When the facts finally got untangled, it was discovered that another Henry Ahrens was at that moment becoming the father of a new baby boy and our Henry's visitor was mistaken for the anxious father.

John Dexter, retired Watchman, paid us a brief visit. While he was here he presented Mathilda Hansen, one of the Review correspondents, with a handsome chenille pillow cover. He had worked it in the "honeymoon cottage" design. We understand that John is doing some very fine needlework. Not long ago we had a picture of one of his pieces in the Review. If anyone is interested in securing some of these items, they are for sale and you may contact John at his home.

There are several new television sets around. One is in the home of Joe White; James Hopkins has one, as have several others. If you would like any dope on TV, just see any one of these fellows and he will tell you the whole story.

Our Sunday morning golf club of Wallie Wiggins and Chuck Finch has devised a new method of scoring. For every nine holes they allow a discount of four "goof-off" shots, two "kickpoos" and one "hand mashie." The one "hand mashie" is allowed only once in each nine holes. But it is used many times when the opponent is not looking.

The Bird Stork Club has added several new members since the last look into this matter. Ray Coglianese, No. 4 Machine, (see picture) has a new baby boy. Ralph Reithofer of No. 2 Machine also has a boy. Philip Czechowski in the Maintenance Department has a baby girl. Father, mother and baby in all cases are doing well. The Mechanical Department is well in the lead in this stork race, having had several new fathers in the past year.

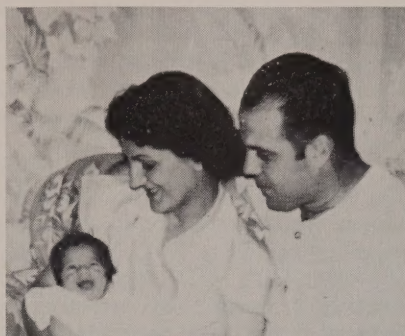
Bob Julian and his family and the Brandus—both Senior and Junior—spent their vacations at Cedar Lake this summer. A fine time was reported.

Nick Ahrens and family spent their vacation driving through Canada, seeing many of the historic and interesting spots that our Neighbor to the north has to offer.

We understand that Lillian Grembowicz of the Sample Department has studied interior decorating and that she can give you hints on your decorating problems.

Tom Ramleau is now considered an expert on cocker spaniels. We understand that he is raising them and has been breeding some fine pedigreed pups.

Howard Brunner, Draftsman, also has a very fine cocker spaniel which, so they say, has papers as long as your arm.



Ray Coglianese and his wife cradling their infant son in her arms, make a striking family group. The baby is Ray, Jr. Ray, Sr., is Embossing Roll Man at the Chicago Plant.

Our sincerest sympathy and deepest regret to Dave Calhoun of No. 2 Machine in the recent loss of his wife.

George Vanek just returned from his vacation trip to California. However, there is still no "word" (on the glories of California). This attitude would irk the California Chamber of Commerce, but we are sure that George is not a native of Florida, California's "sunny clime" rival.

We welcome Jim Carroll, brother of Bill of the Shipping Dept., who has recently come to the same department.

There is an S.O.S. out for a slip-over sweater for our "wee little boy," Ted Moore. These cold mornings Ted has been a bit cold and has been asking about a sweater.

Ben Macklin of No. 1 Saturator, who likes to be referred to as G-Man, recently was detained from work one day and arrived the next morning to tell Alphonse Dixon, also of No. 1, a long story all about how the counter spies captured him. Al Dixon will give everyone the complete story if he is interested in stopping by No. 1 Coating Roll for a blow-by-blow description between G-Man and the Counter Spies.

We have seen in past Reviews some fine pictures of homes that are being built by various Bird employees. Chicago is not as yet able to boast that we have a home that is being entirely built by any of our employees. But we have many who are building additions and doing remodeling work. One of the major re-builders now is Roger "Mad-man" Sumner. If you want to have your basement dug by Mad-man Sumner, just get hold of the Mad-man and his "slave aid," Chuck Finch. They have the hole nearly completed out in Homewood at Roger's house, and are ready to tackle more excavations.

Helen Grether says a trip to the Black Hills offers a lot . . . It is both beautiful and interesting.

George F. (Chick) Campbell chose the East for a vacation spot.

A foursome of golf was arranged for a Sunday early in September, made up of Trontell, Wiggins, Finch, and Guilfoyle. After an hour's wait that morning, it de-

veloped into a threesome, with John Trontell among the missing. It seems that he preferred to remain in the "sack."

Welcome to J. A. Shelley of the Traffic Dept. of East Walpole, who is spending a couple of weeks with us on some special work.

We were very glad to see Vice President E. L. Chamberlain, who recently paid us a visit.

Bowlers Look Good

BOWLING began October 7th, a week late because of a heavy production schedule.

Last year's champions, the Insulated Bric team, have their same line-up back this year and have all intentions of again copping the lead. A team to be reckoned with, on the other hand, will be the Proslates made up of Office men Bob MacLeod, Chick Campbell, Howard Brunner, Al Claudy and Lou Jansen. Another team has acquired a man who promises to be one of the top bowlers in the league. He is James Hopkins, who replaces Rudy Budz on the Waterdyke team from Shipping.

It looks like another long, successful season with eight teams of five men each. Follow the month-to-month story in the Neponset Review and see how the pins really fall.



Posed in front of the famous Rushmore Memorial in the Black Hills is Helen Grether of the Chicago Mill Accounting Department. This picture was taken during her visit to the Black Hills this summer.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY



Ruth M. Vatcher, Lieutenant Governor of Rhode Island Girls' State, center, boards the train at Union Station, Providence, to attend Girls' Nation in Washington. On the step above Ruth is the Governor of Girls' State for Rhode Island, Shirley Ross. Seeing the girls off is Mrs. Louise Hussey, Girls' State chairman. Photo courtesy the Providence Journal.

Local Girl Makes Good

WE congratulate Ruth M. Vatcher, seventeen-year-old daughter of our own Ed Vatcher, on her appointment to Rhode Island Girls' State and upon her election as its Lieutenant Governor. As Lieutenant Governor of the Rhode Island Girls' State she was later sent to Washington to attend the Girls' Nation.

The American Legion Auxiliaries throughout the country sponsor a Girls' State and a Girls' Nation to encourage the girls of the land to take an interest in their government. In Rhode Island each American Legion Auxiliary sponsors two girls appointed by the local high school faculty to go to Girls' State. One of the girls sponsored by the Stark Parker Post Auxiliary was Ruth Vatcher. Because of her high standing in school, Ruth was one of six girls appointed from East Providence.

The eighty-five-member Girls' State met in Providence for three days, the first day at the Court House and the

second and third days at the State House. Ruth was acting judge at the Court House the first day and on the third at the State House was elected Lieutenant Governor.

The governor and lieutenant governor of each Girls' State throughout the United States were sent in August to Washington. Here Ruth Vatcher and the other Girls' Staters from all over the country spent a week visiting the Supreme Court, both branches of Congress, and most of the governmental departments. At the end they met the President of the United States.

Ed Vatcher is justly proud of his daughter, whose outstanding qualifications made possible her participation in this experience. Ruth is now a senior in the East Providence High School. We wish her the best of luck.

(Editor's note: See story on Shreveport page of another Bird & Son daughter who took part in a Girls' State.)

Phillipsdale Notes

We were glad to have visits from Charlie Cyronak and George Hawley, two of our recent retirees. We are pleased to report that they are both looking very well and happy.

Fred Couture has been spending some time in Arizona for his health. We hope to see him soon and find him feeling much better.

Manuel Paiva has recently bought himself a warehouse from the Navy at Melville. Anybody want to use a spare warehouse?

Al Carvalho has joined the ranks of those select people who enjoy a television set at home. Al says he is now very busy staying home nights.

Paul Johnson is painting his own home and they tell us that he is working so late he has to use an extension light. We wonder how it is around five o'clock in the morning.

Manuel Stanzione has announced the birth of his third child, this time a boy.

Bill Andrew spent two enjoyable weeks in New York, using his new Chevrolet which he bought two days before he started.

Other new cars announced this month were Tony Amaral's Packard (no less), Paul Johnson's Studebaker, Everett Rockwood's Oldsmobile, and Tony Tameo's and Mike Pella's Plymouths. Paul Johnson tells us that for a couple of hundred dollars more he could have had wings with the Studebaker.

Talking of cars, we understand that Leonard Boucher and Ernest Paiva were recently seen buying two extra Ford wheels.

It looks as though they are trying to put their 1934 Ford back into circulation.

John Rogers has been giving tips on Narragansett winners but he knows enough not to play them himself. Some of the recipients have not been as lucky.

Tony Alves enjoyed his vacation with his friends in New Jersey.

Henry Lourenco, whose picture you see in this issue, is expecting to enter the striper derby now that he is a Jamestown taxpayer.



This is John Clark's little girl, Dorothy, in the white dress and veil of her first communion. Her father works in the Insulating Board Plant, Phillipsdale.



Every little boy — and some not so little — wants to be a big league ball player. Steve Lowry, age 5, Dave's younger son, looks pretty serious about the whole thing.



The crack Bird & Son horseshoe team of Carlson and Ellis almost cracked the local league championship. Willie Carlson and John Ellis, above in the usual order, were runners-up in the East Providence League championship.

Four Teams Bowl Every Friday Night

THE new interdepartmental bowling league is now being held Friday nights from 7 to 9 P.M. at the Sunnyside Alleys on Fox Point Boulevard in Providence. Four teams are entered. If you can't bowl at least come out and watch the fellows who think they can.

Nine "Old Timers" Honored at Berry

ON September 7th, the Berry Asphalt Company honored their fifteen and twenty year employees with a barbecue and Safety Meeting at the Waterloo plant. As a token of appreciation for their long and faithful service with the company, the fifteen year men were presented with wallets and the twenty year men received pen and pencil sets. Those receiving gifts were:

20 YEARS

A. T. Van Pelt W. H. Huffman
Chester Eberle Cary Warmack
Otto Holloway

15 YEARS

Sidney Weems John Arrington
C. T. Rollings Lloyd Dixon

Variety of Courses for Adults Near Boston

LEARN while you Earn, it says on the cover. This is the slogan on the Fall 1949 Bulletin of the Massachusetts State University Extension Service. Once again University Extension courses are starting up with evening classes for interested adults being held in Boston and Cambridge.

You can probably think of courses not offered by the University Extension, but not many. They give everything from first year Armenian to a course on the "Design and Control of Quality Concrete."

Copies of the bulletin are available at the Personnel Office in East Walpole or at the Mill Offices at the Norwood Roofing and Flooring Plants.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of November, and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
Marshall Grant	11-10-94	Retired	55
Ernest Stather	11-18-01	Retired	48
Erick Johnson	11-20-03	Retired	46
P. H. Bailey	11-1-04	Retired	45
Timothy Riordan	11-12-07	Retired	42
Lewis Walter	11-5-08	No. 1 Box Shop	41
Michael McDonagh	11-6-11	Paper Mill	38
Michael Sawkiewicz	11-20-14	Paper Mill	35
John Moylan	11-6-16	Retired	33
Anton Blazie	11-7-16	Paper Mill	33
Marion A. Tolman	11-26-17	Office	32
Wilmer C. Wigglin	11-27-17	No. 1 Box Shop	32
Louis Maida	11-4-18	Finishing Mill	31
James H. VanHoy	11-10-19	Roofing Sales	30
George Petraitis	11-28-19	Flooring Plant	30
Alec Wilkish	11-1-20	Paper Mill	29
Harold S. Higgins	11-9-22	No. 1 Box Shop	27
Gabriel Kakanaukas	11-13-22	No. 1 Box Shop	27
Adolph P. Waltonis	11-21-22	Paper Mill	27
James Bunascienk	11-22-22	No. 1 Box Shop	27
Fred E. Morrison	11-24-22	No. 2 Box Shop	27
Margaret E. Delaney	11-26-22	Office	26
Frank P. Reynolds	11-3-24	Director of Research	25
Carl Wurzel	11-19-24	No. 1 Box Shop	25
Peter Petroni	11-21-24	No. 1 Box Shop	25
Axel A. E. Hertzberg	11-18-29	No. 1 Box Shop	20
Peter Knox	11-22-34	Flooring Plant	15
Charles Campisano	11-6-39	No. 1 Box Shop	10
James P. Connolly	11-6-39	Flooring Plant	10
Donald J. Martin	11-8-39	No. 1 Box Shop	10
John McDonagh	11-16-39	No. 1 Box Shop	10
C. Fred Mansen	11-16-39	No. 1 Box Shop	10
Dorothy Lobisser	11-22-39	Military Service	10
William D. Marland	11-23-39	Horticultural Sales	10
Harold R. Graves, Jr.	11-6-44	Finishing Mill	5
Annie A. Kelter	11-8-44	No. 2 Box Shop	5
Gertrude MacDonald	11-16-44	Office	5
Edward C. McLean	11-20-44	Flooring Plant	5
Rocco A. Puopolo	11-28-44	Paper Mill	5

PHILLIPSDALE

Manuel M. Costa	11-9-23	Plant	26
Albee Boisvert	11-15-44	Plant	5

CHICAGO

Benjamin Macklin	11-4-19	Plant	30
Peter Wagner	11-4-19	Plant	30
William Cozli	11-19-29	Plant	20
Brantley Hanson	11-15-44	Plant	5

SHREVEPORT

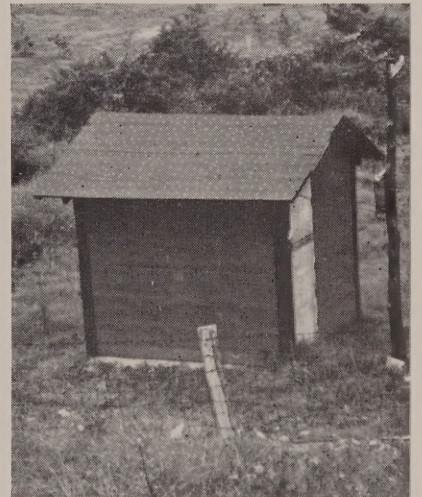
G. Noble Peterson	11-7-44	Plant	5
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BERRY ASPHALT COMPANY

Lloyd Dixon	11-15-34	Waterloo	15
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Ed Godin said he could get a fishing rod for Henry Lourenco wholesale in Pawtucket. That was a long time ago. Every so often Henry would ask where the fishing rod was. At last Ed presented Henry (above) with this — a fine long stick with a wooden block for reel, and the line, a good, strong length of rope.



L. L. Williams of Shreveport, who took this picture, has labeled it "One roll of roofing and one keg of nails!" Mr. Williams tells us he has been passing this little building for a number of years. It protects an electric pump for a nearby farm. The roofing job obviously violates all the rules of good practice and shows what not to do with asphalt roofing. It is an example of what sometimes happens to good roofing material through a failure to read the carefully prepared direction sheets which come with each roll.

(Continued from page 15)

well as different colors by enamelling. George Poor replaced Owen Gaynor as Superintendent.

1908

First Proslate was made. It was surfaced with talc, then sent to what was known as the Proslate Mill, which was located near Short Street. There it was painted Red or Green over the talc and returned to the Roofing Mill for finishing.

Robert Roy said that the first printed floor covering was made in FB-5 Building this year. He was asked to experiment with hand blocks and try to make a continuous piece of flooring by printing one small area at a time.

The Phillipsdale felt mill was started in 1907 and completed in 1908. It was built to meet the demand of increased business.

1909

Galvanizing equipment was installed in FB-6 building which was located between the cement house and the railroad tracks. It was an electro process using zinc anodes. This was a great improvement over the old non-galvanized nails. The nails were then colored to go with the Red and Green Proslate and later were matched to the Red and Green natural slate that came along years later.

The building paper machine was brought down from East Walpole. This is the same machine that now makes Black Building and other building papers. Bob Roy said that in this year they started to make tin cans from sheet tin. These cans were made to hold the lap cement sent with each roll of roofing.

1910

Someone got the idea of making shingles and had some pieces of Paroid cut out by hand. These were sent down to the cement building where there were several women employed to pack nails in small boxes. The pieces of roofing were folded back on themselves and stuck with asphalt to make a thick butt. They were one tab in size and were applied to the Smith house, corner of Union and Pleasant Streets. The shingles are still there but were covered with new shingles in 1940.

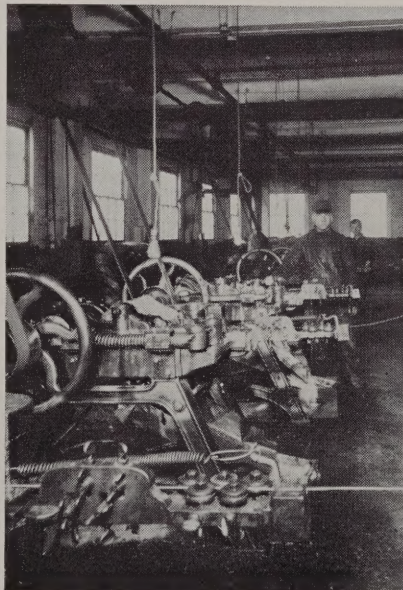
1911

Started to make folded back talc covered shingles by machine. The stock for these shingles was made on a machine located where the tar saturator now stands. The wide sheet was slit at front end into widths suitable for folding back. The rolls were then taken to one and later two small machines that were located next to this machine and toward the railroad. As stated before, the outer wall of the mill was at the present large drain through FB-1 building.

In 1914, after the present FBPM#1 was built, the machine for running the stock for use on the two small machines was dismantled and stored in the field across the river. Then in 1919 it was brought back and set up to saturate 110" felt for 12/4 (9 foot wide) rugs. The 108" floor covering print machines were installed this year as the 72" saturated at FF was not wide enough. This is an interesting side light—a big machine pulled out as no longer being useful, then brought back years later for an entirely different purpose.

To complete the story to date (Oct. 1949), the same machine was transferred to the flooring plant in 1940 and is still being used to saturate felt.

The Edgemore Boiler, the first of the present five, was installed this year. It was hand fired and is still in use.



Nails are being made here in the Nail Room, date about 1907 or 1908. Note on this old print says the operators are J. Buckman and Eddie Erickson.

Today it is the best steam maker of the four fuel oil boilers we now have, according to Mike Kelley, the engineer.

From 1904 to 1911 the power for the mill was furnished by a small boiler that stood where the economizer now rests. It furnished steam for a steam engine that stood in the basement of the present machine shop. A line shaft ran along FB-16 and FB-17 with belts going through the wall to give power to the machines. This apparently is why the back ends of all machines were always close to the back wall.

1912

The present shingle machine (FB-PM#1) was built this year for the manufacture of Granitized roofing. We really shouldn't say present machine because no part of the original machine is there now. It was a roll roofing machine. An addition to the building had to be built for this machine so the area from the drain over to the present shipping platform was built. That gave what is now the slate basement for finished stock storage.

1913

Charles A. Bennett replaced George Poor as Superintendent.

The first shingle cutter was installed. It was the chopper type and was used for cutting Granitized Individual shingles.

The boiler room was enlarged and two Heine boilers installed. M. W. Allen built the addition. The road from Water Street to Morse Street was laid out.

Extension 80'x160' added to mill building. This is the part nearest East Walpole and completed the present main building up to the alleyway going to 10-ton elevator.

Sand plant was built in the open space which later became the site of FB-21 Building.

In this plant, sand was colored green with a mixture of Prussian blue and alum and was used as surfacing for Granitized roofing.

The Automatic Transfer Co. of Buffalo, New York, installed an electric railway to transfer rolls of dry felt from the roofing mill, where it came in by railroad from Phillipsdale, to the Floor Covering Mill where it was saturated for use in floor covering.

(Continued on next page)

History of Roofing

No. 4 Shingle Machine which cut and folded shingles made a record run of 100,000 shingles in sixteen hours. Apparently they put a hexagonal pattern on some of the painted Proslate in 1913 because the record says that 117 sq. of Neponset Red Proslate Hexagonal Pattern was applied to the fair grounds building at Tarboro, N. C.

1914

The Fire Brigade held the first meeting. Forty firemen present. It was held in the new Brigade Room. Mr. Bennett was the first Deputy Chief under G. R. Wyman.

A second story was built on the storage building that was located between the new machine and the tracks.

American Ready Roof introduced.

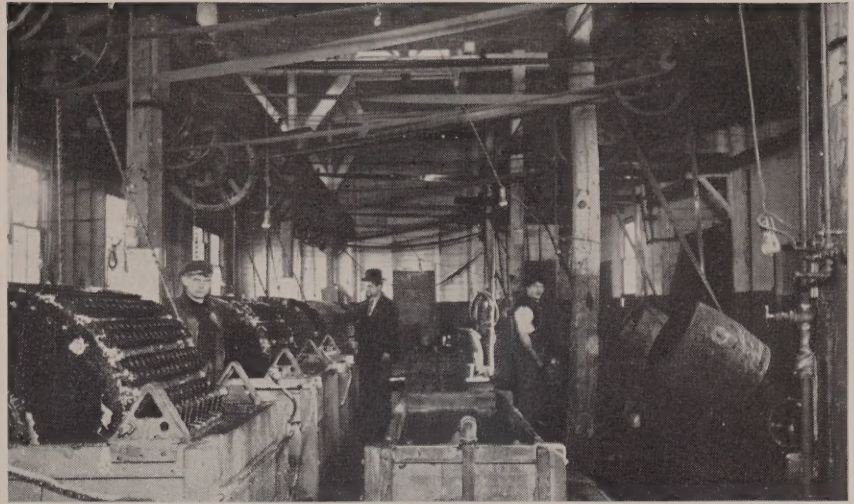
Fred Geartsley was Superintendent.

One day in August, No. 1 Machine, which was the Granitized roll machine, made 1400 rolls in nine hours and the flag was raised on chimney.

The Floor Covering Department was under the head of Building and Roofing and all work was handled through the Roofing Mill Office.

The Roofing Mill repair department severed connections with Main Mill. Up to this year the plant had been called "Paroid" Mill but this year it was changed to Building and Roofing Mill. The new name appeals to the ear.

The Brigade Room was completed.



The galvanizing room, where nails were galvanized, about 1909. The men are G. Nelson, Bartley Connelly and Mr. Countway, according to a pencilled note on the back of this print, found in an old Neponset Review picture file.

It was open from 11:30 A.M. to 1:30 P.M. It was supplied with magazines. The men enjoyed this room, as they could smoke here. Members of the first house committee were Fred Ellis, Oscar Ross and Andrew Manimon. The men got together and bought a phonograph. The most popular record was "Do you take this woman for your lawful wife." In July someone broke into the room and stole the phonograph.

An addition to the kettle house containing 2500 sq. ft. was added this year. In it were installed four melting and

three draw-off kettles. Up to this time the kettles were heated by a gas producing machine, but with the advent of more kettles they changed to fuel oil and installed a 15,000-gallon fuel oil tank underground.

Foster Fay was the first Maintenance Foreman. During this year they were experimenting with a new shingle which they hoped would be a success. This undoubtedly was the Neponset and American Twin New Process Red and Green slate surfaced.

Shipments in 1914—28,292 tons.

Safety Sticker Month for Mass. Motorists

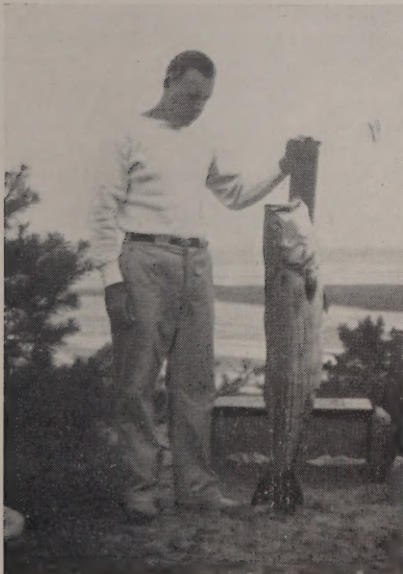
HAVE you had your brakes and lights checked yet?

If you live in Massachusetts, don't forget that October is the month for the semi-annual inspection. During the month every vehicle in the state—and there are over one million of them—must be inspected. Registrar of Motor Vehicles Rudolph F. King asks your cooperation in having this done as early in the month as you can. It will be later than "early in the month" when you read this, so if your car has not yet been inspected Mr. King recommends

DO IT NOW.

Heard around the Machine Shop this hunting season:

A hunter sent a postcard to a friend: Had a little fawn today.



Here is one that didn't get away. A 32-pound striped bass caught by Bernard De Savage, Norwood Flooring Plant, during his vacation on the Cape this summer.



Shreveport may boast of its good fishing, but we will take this version up in Canada! She didn't tell us the kind of fish, but it appears to be a pike, and in case you are interested, the girl is Lois DeWitt of the Chicago Office.

Decorate YOUR Bedroom to Suit YOU

IN decorating your hall, living room, and dining room, you have to plan schemes that will please everyone. But your bedroom is different, says Christine Holbrook, Home Furnishings Editor of Better Homes & Gardens magazine.

A bedroom need please only the person who uses it. This goes for children's rooms, too. Don't worry if you disagree with your child's decorating tastes. Children's tastes will develop as they grow—especially if they have to live with their own choices.

The best color for your bedroom is your favorite color. If you want to use a bright color or bold paper, go ahead. But it's wise to limit it to the wall behind the bed and paint the other walls a more restful color.

If your budget does not allow wall-to-wall carpeting, buy large throw rugs. Or use several matching small shag rugs. Children's floors get such heavy wear, you'll find an all-over covering like linoleum is most practical. (See article on Duotone Tile and linoleum manufacture in this issue.)

Now as never before, you have complete freedom in furnishing. Odd chests, shelves, and box springs and mattress mounted on legs are just as smart as a complete bedroom suite, and are much more flexible.

If two of you share a small bedroom, push twin dressers together under one

big mirror. For still more storage, you can replace night tables with small chests. Make sure there is a night stand and a good lamp for every sleeper.

Let curtains set the mood of your bedroom. If it's modern or formal, use straight-hanging sheer with floor-length overdraperies. In less formal rooms, almost anything goes—muslin, chintz, organdy, or cotton dress material. Bedroom windows are open most of the time so make sure your curtains are washable.

In many homes the guest bedroom and the study are one and the same room. Furnishing should be done with an eye to both functions. Your guest room-study is an ideal spot for listening to records, writing letters or sewing. There's a lot of living in your guest room—so don't let it stand idly waiting for guests.

J. D. Countway Retires

JOHN D. COUNTWAY, for many years Crane Operator at the East Walpole Boiler Room, retired September 1st. John's retirement date would have been December of this year, but he requested earlier retirement because of ill health. He is in the hospital at present but we hope to have his picture for the next issue.

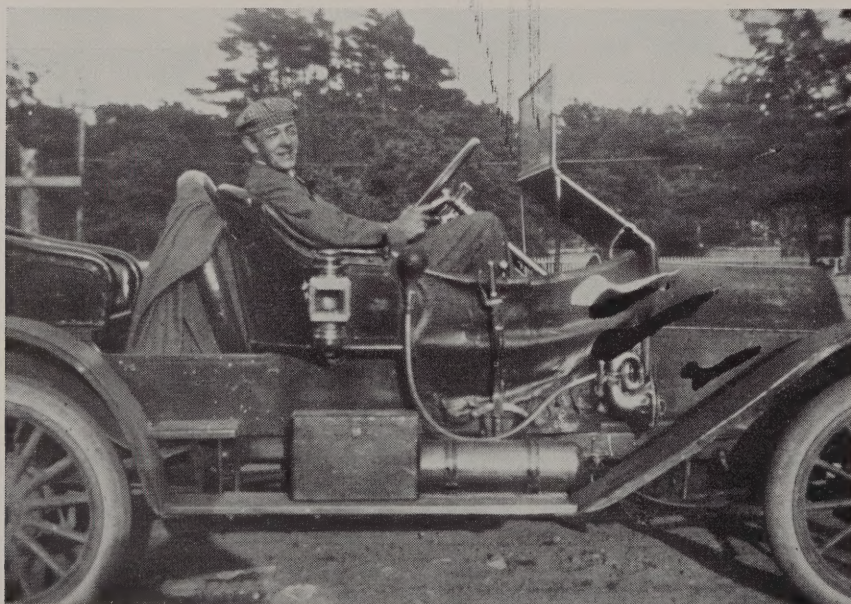
He began work on Aug. 20, 1909 at East Walpole and started Oct. 10, 1912, on the Coal Hoist.



These fair, chubby little girls are the granddaughters of Frank Krueger of the Chicago Shipping Department. One is Dawn and the other is Karen, in case you'd like to be introduced.



Anne Karshis Jenkins of Nantucket has sent us this cute picture of Albert William Jenkins at the age of 6½ months. Anne formerly worked in the Flower Pot Department of No. 2 Box Shop, and young Albert's granddad is Al Jenkins, retired Bird & Son storekeeper and salesman.



Bill Mingels (who works now at Flooring Maintenance) sits at the wheel of his Stoddard Dayton car. Picture was taken in Walpole in 1912. How many of you remember actually riding in an automobile of this vintage?

Acknowledgments

Your comforting expression of sympathy will always be remembered with deep gratitude.

Mrs. W. J. Peace and Family
Mr. and Mrs. Philip Johnson
Shreveport

Your kindness and sympathy will always be held in grateful remembrance.

The Family of the late Claudio Santoro

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Edward Berube and Family

Your kind expression of sympathy is deeply appreciated and gratefully acknowledged.

Elina Makela
Laura and Oliver Yeaton

On the Lighter Side

Noah Webster, having spent his life digging into word meanings, was reputed to be extremely severe in his exactness of word choice.

One day his wife opened the pantry door to discover Noah engaged in kissing the comely chambermaid.

"Noah!" she shrieked. "I am surprised!"
"No. No. No. No." quoth Webster. "You are *astounded*. It is I who was *surprised*."

"What makes you think he's from the North?"

"He dances as if he forgot to take off his snowshoes."

Little Jimmy's father found him in the barn. He was shaking his pet rabbit and saying: "Five and 5. How much is 5 and 5?"

The surprised father finally interrupted the proceedings. "What's the meaning of all this, Jimmy?"

"Oh," said Jimmy, "teacher told us that rabbits multiply rapidly, but this fellow can't even add."

Naval Lieut. (roaring at steward): "Who told you to put those flowers on the table?"

Steward: "The Captain, sir."

Navy Lieut.: "Pretty, aren't they?"

A woman who fasted for sixty-two days
To prove that the stunt could be done,
From hundreds of Scotsmen had letters of
praise
And proposals from seventy-one.

When Mrs. Otis Skinner died, Alexander Woolcott sent a note of condolence which Mr. Skinner prized above all others. It read: "Dear Otis: You lucky stiff! You had 40 blissful years together, you and that enchanting woman. How I envy you."
"A Woolcott."

A group of prohibitionists looking for evidence of the advantage of total abstinence were told of an old man of 102 who had never touched a drop of liquor. So they rushed to his home to get a statement. After propping him up in bed and guiding his feeble hand along the dotted line, they heard a violent disturbance coming from another room — furniture being smashed, dishes being broken and the shuffling of feet.

"Good heavens, what's that?" gasped a committeeman.

"Oh," whispered the old man as he sank exhaustedly into his pillows. "That's Pa, he's drunk again."

— *St. Croix Observer*

"The best way to get real enjoyment out of a garden is to put on a wide straw hat, dress in thin, loose fitting clothes, hold a trowel in one hand and a cool drink in the other, and tell the man where to dig."

— *New York Times Magazine*

Wife: "Is it true that money talks?"

Husband: "That's what they say, my dear."

Wife: "Well, I wish you'd leave a little here to talk to me during the day, I get so lonely."

Give

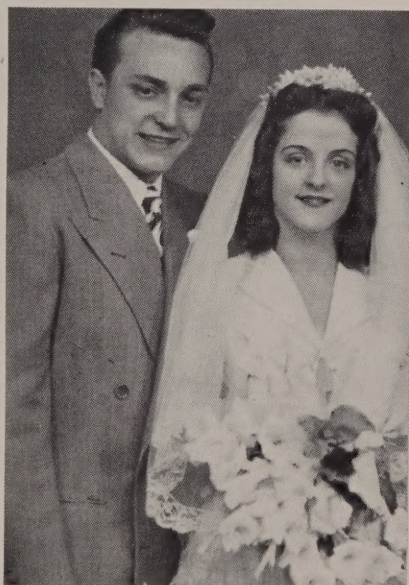


enough!

FOR ALL

RED FEATHER SERVICES

IN NORWOOD, GIVE TO THE GREEN FEATHER CAMPAIGN



Edwin Scheide and his pretty, young bride. Ed works on the Siding Machine at the Chicago Plant.



Berta (Betty) Kugel became Mrs. Thomas White on September 9th. Here are Betty and her husband on their wedding day. Mrs. White has worked at Bird & Son for a number of years and is a Review correspondent from her department in No. 2 Box Shop.

NO ONE KNOWS WHEN FIRE WILL START



**LOSS BY FIRE IS WASTE -
BESIDES ENDANGERING HUMAN LIFE
AND JEOPARDIZING OUR JOBS**

**FIRE HURTS EVERYBODY
CAN BE PREVENTED**

BIRD & SON, inc.

SAFETY DEPARTMENT



BIRD NEPONSET **REVIEW**

November

1949

Vol. 37 No. 11



Credit Union Meets

November 9th marks the thirty-sixth annual meeting of the Neponset Credit Union. As is customary at these annual meetings, the treasurer's report is read, directors are elected and the amount of dividend is voted. Four directors are being elected to fill vacancies on the thirteen-man board. Directors of the Neponset Credit Union serve a three-year term and it is they who elect the officers each year.

Since this notice is being printed before the date of the meeting, the amount of the 1949 dividend is not known. In 1948 and 1947 a 4% dividend was voted to shareholders. Previous to these years, during the war the dividend was 3%.

**WHO'S RUNNING
THIS COUNTRY?**

YOU!

and here's how you do it:

- ★ Find out about election issues.
- ★ Always vote in all elections.
- ★ Serve gladly on juries.
- ★ Join local civic groups.
- ★ Vote in union elections and stockholders' meetings.

Be a full-time citizen—

**FREEDOM IS
EVERYBODY'S JOB!**

On the Cover



Rolls of paper stock for our Box Factories form an important part of our inventory. This paper is finished stock inventory for the Paper Mill and at the same time raw material inventory for the Box Factories.

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BIRD NEPONSET REVIEW

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to promote good service, good business, good will

EDGAR M. GROUT	Editor
ELEANOR M. GARLAND	Assistant Editor
WALTER H. HARTIG	Photographer

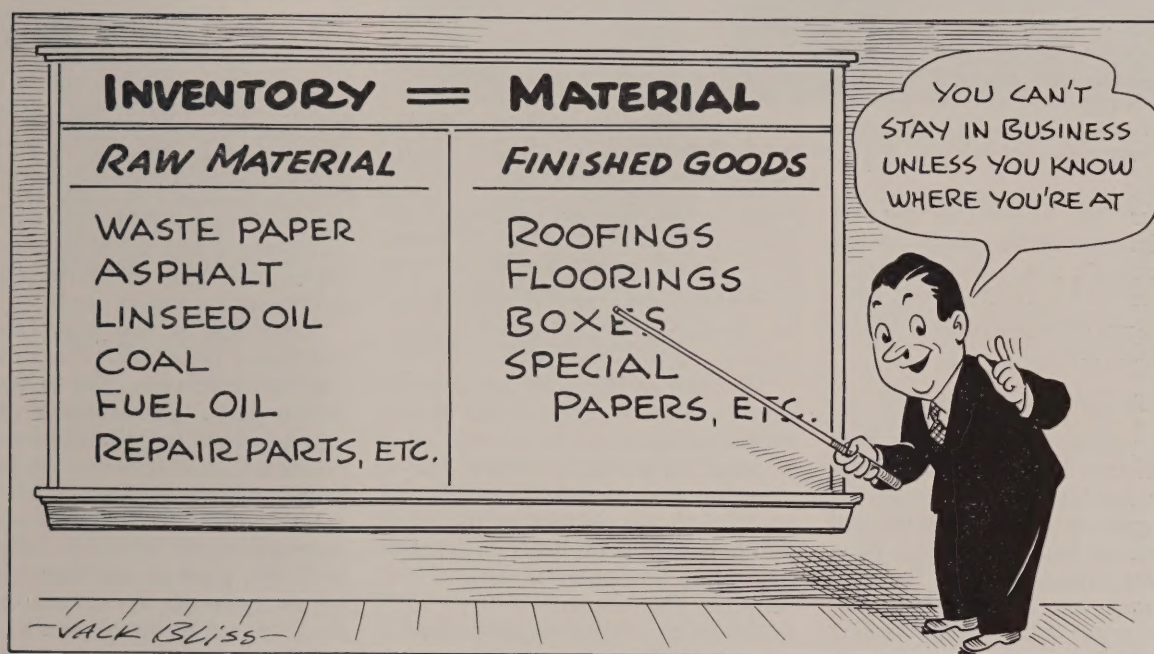
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Editorial Office at East Walpole, Mass.
Plant Locations: East Walpole and Norwood, Mass., Phillipsdale, R. I., Chicago, Ill.,
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INVENTORY



SIX cans of tomato soup, three cans of chicken soup, two of asparagus. I guess that's enough soup. Let's see. We've only got one can of beans left. Good heavens, the Joneses are coming over for supper Saturday night! Better have another can."

Sounds familiar—a woman looking over her pantry shelves to see what she needs to buy at the store. Not that her family is going to eat everything right away. She likes to have things on hand just in case. And besides, they'll eat it all up fast enough.

Jack Benny on the radio not long ago went through the same sort of pantry-shelf routine—counting cans and ketchup bottles and boxes of cereal.

Everybody roared because it was Benny and because he was doing something familiar to everybody.

Pretty nearly as well known as the housewife's stock-taking is business stock-taking, or taking inventory, as it is called. The big department stores close every so often for a day of inventory. Most of us are familiar with this fact. Or, we know somebody who has to work overtime because "they are taking inventory."

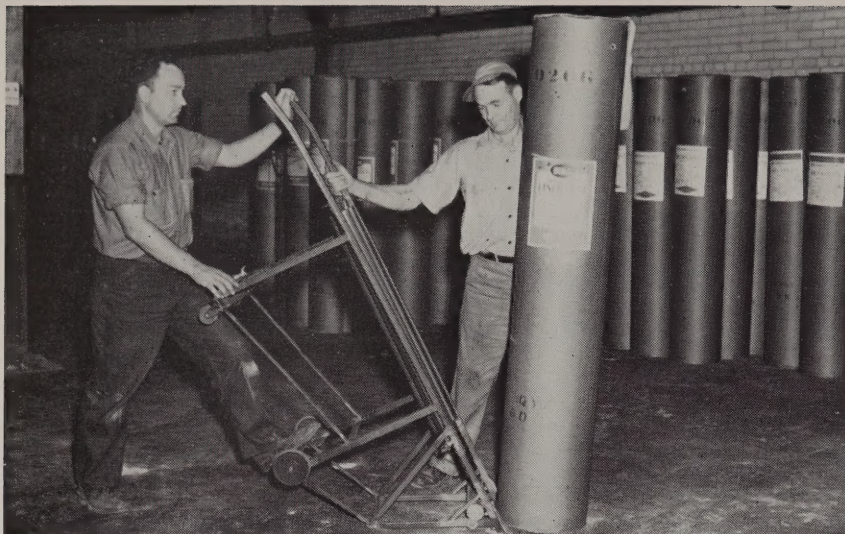
Bird & Son is no exception to this inventory-taking. Many of us are not too conscious of inventories because there is no mass shutdown of our plants when everybody turns to and runs around counting things. The plants

keep producing and shipping out finished goods, while inventory-taking goes on at the same time. The Flooring Plant is the one exception to this statement. They do shut down—it was just last month—for a couple of days to take account of all finished stock.

Elsewhere throughout Bird & Son we have the so-called staggered inventory, which permits us to take inventory and still continue operations.

Definition

The word "inventory" is common enough. But to be sure we knew exactly what we were talking about, we asked the Cost Department to define inventory. "Inventory is material" was



Michael Connolly and Bruce Grindle jockey a roll of linoleum into place at the Flooring Shipping Department. Add one more to the linoleum finished count.

the answer. The material in this case is material for use in manufacturing and material for sale—finished goods. (Machines do not come in this category.) So—“taking inventory” means counting this material.

All Sorts and Kinds

When you start to think of how many different kinds of material are necessary for the manufacture of our building products, paper products and floor covering, you realize there are a lot of items to keep track of. There are all raw materials, from pigments for linoleum colors to rock for roofing granules and waste paper and pulp for paper making. Coal and oil, great quantities of each, are also vital for manufacturing and are big items of inventory. Likewise, we have to stock all sorts of repair parts: valves, bearings, pipe, dies, belts and chains, gears and switches. Everything listed here is an item of inventory.

Material for manufacturing is only half the story. The other half is finished stock. Since the company carries a full line of products in each of its three divisions, there are a good many items of finished goods to keep track of. There are all the different kinds of shingles, siding and roll goods in the Building Materials Division; the many, many patterns in floor covering, both linoleum and felt base; and the numerous boxes and cartons in the Paper Division. Then too, there is paper which at the Paper Mill is a finished stock item of inventory and in other divisions is a material for manufacture. Do not

forget either the special papers we make—fifteen or twenty different kinds. That is a good number of items for which to keep accurate records.

Stock Records

All items of inventory are kept on stock records. For every item of finished stock shipped out, an entry must be made on the stock record. When more of this item is produced, the quantity is also entered on the stock record, so that at all times an accurate account of the number of units of that item may always be known.

Raw stock or other material used for

manufacture is kept track of by means of the staggered inventory. When any item is so low that it is time to reorder it, an inventory or actual physical count of this item is made and checked with the records. If there should be any discrepancy, the record is corrected to show the items which are at that time on hand. Thus the inventory is taken when the quantity of any item is at its lowest and is therefore easiest to count.

Our mill offices follow and control inventories at all times.

Why Keep an Inventory

The housewife keeps a more or less accurate inventory in her head. It is an inventory, none the less, and tells her approximately how her household equipment and food supply stand. She knows very well that she bought ten pounds of sugar last week and when she goes to the store this week, she isn't going to buy any more sugar. She has enough. Why tie up the money in something she doesn't need?

A business is more complicated to run than a household. Every business keeps an inventory. This is done for two purposes: (1) to control the buying and use of raw materials, and (2) to control the quantity of finished goods.

Let's look at (1). We do not want to over-buy raw materials. When we buy color pigment for floor covering, we want enough for our use, but we don't want a lot sitting around which



Finished stock—in this view mostly corrugated cases—is moving out of the No. 1 Box Shop Shipping Department very rapidly. Trucks backed up to the loading platform outside the doorway are constantly being fed by platform trucks, which scuttle endlessly back and forth. It takes a lot of paper work to keep track of all this activity, but it's got to be done if the Box Shop is to give an accurate account of its share of Bird & Son business.

we can't use within a reasonable length of time. Why? For one thing, the price of pigment may go down. Then we have paid a high price for something we could have bought later for less. We are also tying up money in pigment which we are not using.

P & L Statement

The P & L statement (profit and loss statement) tells how the business is doing. Our P & L statement is correct only if the amount of material used in making a product is correctly reported. If the use of 15 pounds of pigment for linoleum color is reported, the actual run of linoleum is charged with that 15 pounds of pigment. The figure then becomes a part of the cost of that floor covering. If only 10 pounds were actually used, however, and 15 is reported, the profit figure is thrown off. That, says the Cost Department, is why it is essential to report accurate issues and to keep accurate inventories.

Finished Count

The second reason, (2) above, for keeping an inventory is "to control the quantity of finished goods." Everyone is familiar with the financial risk of having a tremendous quantity of finished goods on hand. If the market price of these goods drops, the company carrying them is stuck. Finished goods in storage also represent money tied up. Each company has to figure out for itself what is the proper figure for it to have in finished stock inventory. Naturally a company wants to carry enough finished goods to supply the market. A company must fill orders just as promptly as possible. On the other hand, no company can afford to have too much finished stock which it has no immediate prospect of selling.

The inventory on the stock records shows just how much we have tied up in finished goods. These goods represent money. In fact, Bird & Son inventories of finished goods and raw materials usually run to a figure of approximately five million dollars. That ain't hay! Only if these records are correct can we tell how the company is really doing financially. You see how much the company depends on an accurate inventory.

The Auditors

A business not only *wants* to know where it stands. The government re-



quires that it *must* know where it stands. Therefore, every business of some size — in Massachusetts any business capitalized at over \$100,000 — must be checked by a firm of public accountants. The stockholders of Bird & Son appoint Price, Waterhouse & Co., a public accounting firm in Boston, to audit our records. The auditors go over our records to see that they are accurate. They don't count every item and compare the figure with the stock record. That would be practically a physical impossibility. Instead they use the spot check system. No one knows where the auditors will make their spot check. Therefore, all items must be correctly recorded. The report of the auditors is finally reviewed by the federal government.

In Conclusion

"Six cans of tomato soup, three cans of chicken, two of asparagus . . ." This is part of the housewife's inventory, which proves to her that she can feed her family adequately and for a reasonable length of time on the money she has to spend. Twenty tons of coal, 5000 pounds of linseed oil, 650 bearings . . . These items are representative of our inventory that tells us how our supplies stand. Then there is also the record of finished goods. Material for manufacturing and finished material — an accurate record of these two gives Bird & Son knowledge essential to operation of its business.

Jeremiah T. Cullinane

JEREMIAH T. CULLINANE, retired, died October 8th, after a short illness, although his health had not been too good for some time. He originally came to Bird & Son in 1910 and had worked here steadily in East Walpole Maintenance until the time of his retirement at the end of 1948. He was seventy-one years old.

Mr. Cullinane's son and namesake, now a priest at the Blessed Sacrament Church, Cambridge, was celebrant at the requiem high mass for his father at St. Mary's Church, East Walpole. Burial was at St. Francis' Cemetery, South Walpole.

Besides his son, Mr. Cullinane is survived by his wife, Sarah, and two daughters, Mary and Theresa. The family home is in East Walpole.

Joseph Flaherty

JOSEPH FLAHERTY, employed for the past fourteen years at the Norwood Roofing Plant, died October 10th, at the age of forty-one. He had been ill for only a few weeks. For most of the period of his employment at Bird & Son he had worked on No. 1 Roofing Machine.

Funeral services were held October 13th at St. Catherine's Church, Norwood, with a solemn high mass of requiem. Burial was at Highland Cemetery.

Mr. Flaherty is survived by his wife, the former Beatrice O'Donnell, and three children, Mary Frances, three, Julie Ann, two, and John Kevin, three months.

A warm tribute written by one of Mr. Flaherty's fellow workers appears in the Roofing Plant personals.



Skip and Julane Wohlberg (back to front), like lots and lots of animals to go to bed with them. Ralph Wohlberg is Chicago's Sales Service Manager.

Annual Report in Review Receives Award

BIRD & SON, inc. was one of thirty-nine companies in Massachusetts which received a Special Merit Award for its annual report to employees. The award was made by the Associated Industries of Massachusetts in the executive offices of the association in the new John Hancock Building, Boston, on October 18th. Roy F. Williams, Executive Vice President, made the presentation.

This award to Bird & Son was given in the second annual contest for the best financial reports to employees sponsored by the Associated Industries of Massachusetts. Bird & Son has won an award both years. Wesley C. Ahlgren, Treasurer, was present to receive the award personally.

Congratulations

In the letter accompanying the presentation, Mr. Williams said: "It is a pleasure to award your firm the accompanying citation won in the Second Annual Contest for Financial Reports to Employees, sponsored by the Associated Industries of Massachusetts.

"It is most gratifying to me to know that your company also recognizes how important easily read, frank and honest reports to employees are in the vital

field of labor-management relations. In making their decisions, the judges gave special attention to the labor relations and public relations aspects of the reports, as well as to art, typography and make-up.

"In voting the ANNUAL REPORT TO EMPLOYEES issue of the BIRD REVIEW a merit award, the judges were particularly impressed with the President's Message on Page 7 and the simple manner in which it expresses the mutual responsibilities of management and employees to each other and to the firm itself.

"With renewed congratulations and keep up the good work."

Other Winners

A grand trophy was presented for the best report of all entered, this going to the Westinghouse Electric Corporation, which has plants in Springfield and Hyde Park. Bird & Son's award came in the group of plants having over 1,000 employees. There were seventeen awards in this particular group, among them such companies as The American Optical Company, Bethlehem Steel Corporation, Firestone Rubber & Latex Products Co., General Electric Company, General Motors Cor-

poration, Hood Rubber Company, Monsanto Chemical Company and Plymouth Cordage Co.

Judges for the second annual contest were George Marsh, industrial product and package design counsellor; Theodore Jones, Director of the Design in Industry Department of the Institute of Contemporary Art; Royal Parkinson, noted labor relations consultant; Charles J. Gilchrest, senior partner of Gilchrest-Spriggs Co., Public Relations Counsellors; Edwin E. Leason, General Manager of Dickie-Raymond, Inc., merchandising and sales promotion specialists; and William C. Gentry, editor of the New England Mutual Life Insurance Company's "The Pilot's Log" and past president of the Massachusetts Industrial Editors Association.

Be a Blood Donor and a Hero Too!

WHO hasn't dreamed of being a hero or a heroine? Of doing some brave and noble deed that saved many lives and made people point you out in awe and admiration.

Most of us never hit that high spot. We aren't around to rescue the beautiful damsel from a burning building, flag the crack express before it crosses the broken bridge or pull the occupants out of a crashed plane.

The Red Cross, however, offers the chance for all of us to save a life. When blood donors are asked for to fill up your local blood bank, there's your chance to do a noble deed. It's not spectacular — this volunteering and giving your pint of blood. But you are saving a life just as surely as if you were carrying someone out of a burning building.

Almost every community now participates in the bloodmobile program. The blood is collected by the Red Cross for distribution to hospitals for emergency cases. Walpole is having a blood donation day on November 14th. The bloodmobile will be at Blackburn Memorial from 1 p.m. to 6:45 p.m.

Heading the Bird & Son committee for the Massachusetts plants are John Locke, representing management, and Frank LaCivita, representing the unions. If you are a Walpole citizen, they hope to sign you up.



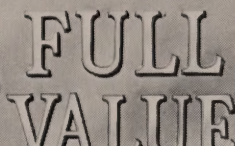
Massachusetts industrial executives receive awards for excellent financial reports to employees. C. Lawrence Muench, First Vice-President of the Associated Industries of Massachusetts, sponsor of the annual report contest, is presenting an award to Henry C. Perry, Treasurer of the Heywood-Wakefield Co. of Gardner. Next right is C. S. Swayze, Manager, General Motors Corporation, Framingham; and, right, Treasurer of Bird & Son W. C. Ahlgren. The certificate Mr. Ahlgren is holding, given in recognition of the March Bird Neponset Review, now hangs in the Personnel Office alongside the award received in A.I.M.'s 1948 contest.



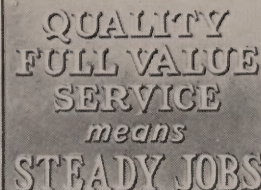
Service



Quality



FULL
VALUE



QUALITY
FULL VALUE
SERVICE
means
STEADY JOBS

It pays you to give our customers the best service---to be prompt and courteous ---to back up our delivery promises---to be known as a "swell organization". Repeat orders mean repeat wages...

IT'S UP TO ALL OF US!

It pays you to give our customers the best quality. The fullest use of your know-how; your personal interest and pride in good workmanship--pays off in steady orders, steady jobs and steady wages...

IT'S UP TO ALL OF US!

It pays you to give our customers full value. Efficient production, without waste, pays off in satisfied customers who will buy again--to pay your wages again.

IT'S UP TO ALL OF US!

Give our customers the best quality --Give our customers the fullest value --Give our customers proper service--and they will give us the business that keeps us all working and earning...

IT'S UP TO ALL OF US!

"It's Up to All of Us" series courtesy of The Sheldon-Claire Co.

The Poster Series

THE last posters in the "It's Up to All of Us" series are now appearing on bulletin boards throughout our plants and offices. For the past forty weeks these posters have been telling us those things that we as individuals can do to help Bird & Son be successful.

We who make the decisions on Bird & Son policies did not design those posters—but we might well have. We certainly subscribe to all the points they emphasize. The fact is that any business, anywhere, has to stick closely to these essentials if it wants to survive.

I have been looking over the posters again today. They all carry a thought worth remembering, but from the group, two or three ideas seem to me especially significant for us at Bird & Son. Do you remember the poster of the two fighters in the ring? It was followed the next week by a copy of an advertisement of May 1906 offering a Columbia motor car for \$5,000—the usual cost of a car in those days. Both posters emphasized that competition makes us develop superior skills and that these better skills are the things that win "customers". At the ringside there wouldn't be any "customers" if the fans didn't think they were getting their money's worth. In business, too, the customers pick the winners—the products that give the most value for the money. It's competition that has made the Joe Louises and the Jack Dempseys. It's competition that has developed the Fords, the Chevrolets and the Plymouths, which for far less cash, give far more value than the Columbia car of 1906.

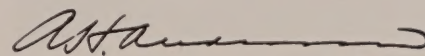
Along this same line, there was another poster early in the series. It showed a salesman reaching for the handle of a customer's door. Underneath it said, "Who gets the order?

Our salesman or our competitor's salesman? The one who offers the biggest value. The one backed up by the best organization makes the sale." That poster pointed out what we as individuals can do to make our organization the best one. The "best organization" means all of us at our machines, our office desks or our loading platforms, giving that extra service and extra value which pleases customers and brings them back again for more BIRD products.

And I remember a third series of posters dealing with waste. Like water through a sieve, the posters said, wasted materials, effort and time help only our competitor. Damaged material, material made incorrectly and time wasted—all these are forms of waste which hit Bird & Son's pocketbook just as directly as if we went to the cashier's desk and started throwing dollar bills out of the window. When waste gets out of bounds, our costs soar, our prices rise, we begin to lose business to our competitors and eventually our jobs become less secure.

Reduction of waste, improvement in service, full value in every product—these are all factors we can help control on our own jobs every day. By watching these things closely in the past we have had some highly successful years. As we face the tough competition of the next twelve months, it will pay us all to watch them even more closely from now on. It really is "Up to All of Us."

I promise you that management will do its part. We look to you to do yours.



President

Mystery and Shipwreck Mark Life on Out of the Way Ocracoke Island

Nina T. Mann of our New York Office sends in the following account of a visit to one of the still little-known spots of America. Ocracoke Island, where she spent her vacation, is off the coast of North Carolina, forming one of the Outer Banks. Better known is Cape Hatteras, famous graveyard of the Atlantic, just to the north. Incidentally, Mrs. Mann took these pictures, which she uses to begin her story.

NO. 1 is the wreck of the "Carrol M. Deering", one of the ghost ships of the Atlantic. She was found wrecked on the shoals by the Coast Guard in 1929. The only living thing aboard was the ship's cat. There was food in the pots in the galley and the mess table was set—but no one was aboard. What happened to them has never been established. The bow of the "Deering" now lies on Ocracoke Beach, and between the Atlantic and souvenir hunters is fast disappearing.

The thing sticking up that looks like a lamp shade is the windlass. A cleat may be seen on the far side.

Picture No. 2 shows a typical street in Ocracoke, the only settlement on Ocracoke Island. The houses are all very much like the ones pictured here, but more weatherbeaten than these look. The paint usually peels off the houses after a year or so because of salt air and sun. After a few attempts to keep their houses painted, the less persistent give up and the buildings assume a picturesque gray color. The streets, with the exception of a few miles of concrete laid down by the Navy during the war so their vehicles wouldn't bog down in the sand, are all just like this one. Just a sandy lane, and that's all.

No. 3 is a typical Ocracoke tree—a saltwater oak that has bent before the prevailing winds and storms that blow continually across "hurricane corner."

No. 4 is a picture of the Barbary ponies of Ocracoke. They too are a mystery. They have been on the islands of the Outer Banks as long as man can remember. It is thought that they may have been brought over on Raleigh's ship when he founded the colony on Roanoke Island, which later became the Lost Colony of considerable historical fame.

The ponies range over the island all year 'round, winter and summer. Many

of them are domesticated—for the saddle mainly, and are used for that purpose occasionally. They are very tame and even wander through the village streets at times. Once a year the islanders hold a pony roundup and brand the colts. The ponies are fast, wiry and extremely intelligent. There are no natural sources of water for them on the island. But they have found that by digging into the sand with their hoofs, they will soon come to fresh surface water. During a hurricane that struck while I was down there, I saw about a dozen of them out on the sand flats, standing head to the wind, and with water from the ocean swirling around their knees.

Where Time Stands Still

The island people live off the sea. They take shrimp, bluefish, channel bass, mullet and perch from the Pamlico and during the winter, game birds are plentiful. There is no government on the island. No sheriff, no jail, no doctor, no delicatessens and cocktail rooms. Also no hot dog stands. The islanders resist with vigor the inroads of mainland habits. They try to keep the island as it has been in the past and have succeeded to a certain extent. Outsiders find it difficult to get a foothold on the island either in the way of buying property or setting up business of any kind.

Transportation is strictly by walking or by jeep. The Navy introduced jeeps to the island during the war and they have stayed on. A jeep ride out to the wreck of the "Carrol M. Deering" on the northern end of the island was an experience I'll never forget.

While I was there I went fishing with three others. We went out on a small native fishing boat with a guide. Most of the fishing is done by a handline and the lure they use down there is a small length of copper tubing slipped down over the hook. Blues and mackerel struck at this lure without hesitation. We caught fifty-nine bluefish and thirteen mackerel in just a few hours.

Pirates and Shipwrecks

The island of Ocracoke has played a prominent part in our early American history. Blackbeard the Pirate—his real name was Howard Teach—estab-



1. Only the ship's cat survived.
2. Outsiders find it difficult to get a foothold on Ocracoke Island.
3. On "hurricane corner."
4. The Barbary ponies of Ocracoke.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of December, and of those who complete twenty-five or more years' service during that month.

Name	Date	Department	Years
A. R. Jenkins	12-13-94	Retired	55
Harry N. Mann	12-1-01	Experimental Engr.	48
David J. Heylin	12-21-06	Watchman	43
John S. Robertson	12-7-08	Office	41
Wilbur Fay	12-9-08	Maintenance	41
Frank Whitehead	12-19-08	Retired	41
Ruel G. Fulton	12-30-12	Roofing Plant	37
Giuseppe Lingo	12-3-17	Flooring Plant	32
Nunziante Fanigletti	12-3-17	Flooring Plant	32
Enos Masciarelli	12-3-17	Roofing Plant	32
Herman Nordstrom	12-8-18	Maintenance	31
Kenneth G. Rouillard	12-16-18	Paper Mill	31
Herman Lauble	12-2-19	No. 1 Box Shop	30
Benj. A. Hathaway	12-2-19	Roofing Plant	30
Alex Szugai	12-22-19	Roofing Plant	30
Romolo Conti	12-27-19	Flooring Plant	30
Ralph M. Wight	12-8-22	Supt. of Flooring Plant	28
Henry A. MacDonald	12-8-22	Flooring Plant	27
Guy R. Hoyt	12-19-22	No. 2 Box Shop	27
Clyde A. Bennett	12-3-23	Flooring Plant	26
Sven Berglund	12-3-23	Flooring Plant	26
Bartley T. Curran	12-10-23	No. 2 Box Shop	26
Arthur D. Colburn	12-18-23	Supt. No. 1 Box Shop	26
Edwin R. Gulise	12-1-24	Flooring Sales	25
Arthur J. Bushell	12-8-24	Box Sales	25
James R. Hanley	12-15-24	Roofing Plant	25
Wm. H. Coffin, Jr.	12-24-34	Flooring Plant	15
Henry F. Davis	12-26-39	Office	10
Eileen Geraghty	12-27-39	Office	10
Helen Lipinsky	12-28-39	Flooring Plant	10
Rita P. Connolly	12-2-44	Flooring Plant	5
William R. Mark	12-4-44	Flooring Plant	5
Hilmer R. Borgeson, Jr.	12-5-44	Flooring Plant	5
Marie F. Rainville	12-12-44	No. 2 Box Shop	5
Frederick K. Vietze	12-18-44	Roofing Plant	5

PHILLIPSDALE

Frank Mello	12-14-15	Retired	34
Adolph Adamonis	12-8-20	Retired	29
A. Herbert Chamberlain	12-15-21	Chief Chemist	28
Leon R. Eatough	12-24-39	Plant	10

CHICAGO

Bryson J. Overholt	12-5-13	Retired	36
William J. Brebach	12-4-22	Roofing Sales	27

Mixed Bowling Begins

By THE THREE BEARS

Office Mixed Bowling started off on another season of more and less serious bowling at the East Walpole alleys the evening of November 3rd. Eight teams are lined up for these Thursday night sessions. Later in the season we will give you some of the more intimate details of who's walloping whom at this fiercely contested game of bowls.

Ocracoke, continued

lished his hideout on Ocracoke, and the house he was supposed to have built was destroyed only about two years ago. He was finally captured a short distance just off the island.

The islanders themselves were notorious as wreckers during one period. Along the shore they would hang out lights which passing ships took for beacons or other ships and so would come in too close. When these unfortunate vessels foundered on the reefs, the na-

Bird Club Features BARN DANCE, 17th

AN old-fashioned barn dance will be run by the Bird Club on Thursday evening, November 17th, at the Norwood Elks Hall. No city slickers are admitted. All you guys and gals, get out your old sports clothes, your flat-heeled shoes and your blue jeans, and come out for a bang-up good time. Earle Davis is going to call the square dances, Wits Phalen and his orchestra will play for you, and the committee will dish out plenty of cider and doughnuts to keep you going. Joe Coblurn and his Entertainment Committee are in charge.

Remember the date — Thursday night, November 17th, at 8 o'clock. "Swing your partner!"

Other Bird Club Doings

Banquet

CLOSE to three hundred Bird Club members attended the opening event of the 1949-50 season, the banquet on October 22nd. It was reported to be a full, gastronomic success, roast beef being the featured dish.

The coffee and ice cream was followed by entertainment, a new attraction in place of dancing. The magician and mind reading act of the Wills Company went over big with the crowd and the Bird people also enjoyed Bea and Jack Henderson's whistling and banjo playing.

Veterans' Show

The Bird Club Veterans' Show is going on the road again, making visits to veterans in nearby hospitals. Inaugurated last year, the troupe will have much the same personnel, who proved to be such favorites wherever they

went with their show. The first show this year will be presented at the Brighton Marine Hospital on November 30th.

Basketball

Basketball practice has begun. Chet Grusheski of Paper Mill Stock Transfer is chairman of this activity for the second year. He will have more news in succeeding issues of the Review.

See page 9 for more Bird Club News.

Best Wishes



Her last day at the office as Katherine Kane, Kanie's office friends gave her a pretty send-off with pink and white crepe paper decorations on her desk, flowers and best of all a place setting in her silver pattern. Standing around Kanie (seated) are some of these friends: Anne Lindsay, Julia Lewis, Polly Ransow and Helen MacLeod. Kanie became Mrs. James Rowe at a 4:30 p.m. ceremony at St. Mary's Church, East Walpole, on October 9th. Previous to her marriage she was also given a surprise shower and dinner at the Lafayette House on the Highway in Foxboro on September 7th by girl friends at Bird & Son. Mrs. Rowe returned to work the last of October.

tives would board the ships and loot their cargo. This was pretty much the practice all up and down the Outer Banks.

The climate is agreeable. The Gulf Stream swings away from the mainland at Cape Hatteras, the Banks forming the dividing line between north and south.

Time has stood still on the islands of the North Carolina Coast. Some of the villages celebrate Christmas in January — Old Christmas, they call it. Oc-

asionally one finds one of the old two-wheeled oxcarts still in use, and many of the streets are paved with clam shells. Getting to the Hatteras Banks is a long and tedious process, but should anyone have the stamina to make the trip, the time spent on the islands makes the trip worth while.

I have at this writing about sixty pictures of the island. As you may guess, I covered it quite thoroughly and it is a lot of fun to be able to look back on the trip — with illustrations.

Smith and Maguire See Robinwood Begun

TWO Bird & Son men were on the speakers' platform. They weren't the top brass of the company. Nor were they representing the company. They were just citizens of the Town of Walpole, Commonwealth of Massachusetts. They had been asked to do a job for the community. Part of it was now done—that was why they were there on the platform—but there was still much to be done.

The two men were Albert W. Smith, Personnel Services Manager, and James B. Maguire, Box Salesman. Al Smith is chairman of the five-man board of the Walpole Housing Authority and Jim Maguire is secretary of this board.

These two men, together with other local and state officials, were gathered at the ground-breaking ceremonies for the Walpole veterans' housing project. It was the morning of October 19th, a mild fall day when the sun shone pleasantly down on the thick oaks and young pines which cover the surrounding land. A simple wooden platform had been erected by the edge of an unfin-

ished street of the project. Chairs had been borrowed from the Town Hall. Here sat the members of the Housing Board, a representative of the state governor, the chairman of the State Housing Authority, a few other local and state dignitaries. Twenty-five or thirty invited guests witnessed the ceremonies, the speeches and the ground-breaking. Robinwood, named for the tract's first settler in 1692, was officially begun.

Single Houses for Rent

Robinwood is technically a state-aided low rental housing project. Work actually began on September 24th, four days after the construction contract had been let to the A. F. Smiley Construction Co. of Pawtucket, Rhode Island. Already concrete has been poured for foundations of several of the cellars of the forty-five single houses. Bulldozers have already scraped through these twenty-six acres of woodland to make five pleasantly curving streets. These streets, incidentally, are named for the first five governors of the Massachu-

setts Bay Colony, starting with Winthrop. When it is done in the spring nearly half a million dollars will have been spent. But even on the day of the official ground-breaking, Robinwood gave promise of fulfilling many a veteran's dream of a little house, a good place for the wife and kids, for not too much money. The rent will be less than \$50 a month.

Acquiring the land and building a house takes plenty of one man's time. In this Walpole housing project there are forty-five houses going up under the direction of a five-man board, plus one paid executive director. In the summer of 1948 the selectmen of the Town of Walpole appointed four members of the housing authority, Messrs. Smith and Maguire and Denis O'Brien and Robert Booth. The fifth member, Willis H. Hoyt, was appointed shortly thereafter by the state. The town appointees were later elected by popular vote of the citizens of Walpole. The board has had many meetings—discussing, planning, conferring with state authorities, architects, engineers and construction companies. And most of these meetings have had to be held in the evening during these men's leisure time.

More to be Done

The job is by no means done, now that construction is at last under way. Names are pouring into Executive Director Leo Tetreault's office. There are Bird & Son veterans among them. It is a big job just deciding who among the applicants will have first choice at these low rental houses. The housing board says these houses are for those Walpole veterans with the greatest need. To determine that fact alone will take almost the wisdom of a Solomon.

Neither Jim Maguire nor Al Smith is a stranger to public service, despite their responsible jobs at Bird & Son. Serving their community on the housing board is a position each accepted because he had done things for the community before and probably would again. Mr. Maguire, as a veteran of the First World War, has for years been active in the American Legion, is a past commander of the Walpole post. Mr. Smith has served as a selectman for the Town of Walpole and is a director of the Walpole Cooperative Bank. His experience with real estate appraisal as a member of the security committee of this bank makes him a particularly valuable member of this present housing authority.



Ground is broken at Robinwood, Walpole veterans' housing project. After months and months of digging into the endless paper work necessary to get the project rolling, these men look mighty pleased to be digging at last into the earth on which the project will actually stand. At right is Bird & Son's Personnel Services Manager Albert W. Smith, Chairman of the Walpole Housing Authority, who conducted the ceremonies and addressed the gathering. The other dignitaries wielding shovels are, from the left: The Honorable James Leo O'Connor, Clerk of Court for Western Norfolk County; F. W. Roche, chairman of the State Housing Authority; and Willis D. McLean, chairman of the Walpole Board of Selectmen. James B. Maguire, the other Bird & Son member of the Housing Authority, was just out of the camera's range when this picture was taken. (Lynch photo.)

Hilda Rafuse Elected to Serve Second Term

HILDA RAFUSE of General Accounting was re-elected President of the Bird Club at the meeting of the Council last month. Also re-elected is Vice President John McDougall, Assistant Foreman of the Flooring Tile Department. Both had served their first term last year.

Committee chairmen appointed by the Council at this October meeting are for the most part the same as those who held these positions last year. They are as follows:

Auditing: Patrick F. Rogers.
Baseball: John Glebus.
Basketball: Chester Grusheski.
Girls' Bowling: Muriel McDonald.
Men's Bowling: Richard Sprague.
Cribbage: Herman Nordstrom.
Entertainment: Joseph Coburn.
Executive: Wesley A. Beaulieu.
Finance: Howard S. Whitney.
Girls' Golf: Anne Smith.
Men's Golf: John Woloshyn.
Membership and Publicity: Eleanor Garland.
Table Tennis: Robert Grover.
Girls' Softball: Catherine Gullich.
Veterans' Entertainment: Hilda Rafuse.
Glee Club: Chester Porter.

DON'T SHOOT!

Don't shoot your fellow hunter, that is.

Now that the hunting season is on, safety organizations are on the warpath with rules, regulations and advice to hunters, many of whom have been hunting for years. However, after reading over their safety rules, we figured these safety men had pulled a few triggers themselves.

Their rules for shooting:

1. Handle every gun as if it were loaded.
2. Be sure of your target before you pull the trigger.
3. Never leave your gun unattended unless you first unload it.
4. Carry your gun so that you can control the direction of the muzzle if you slip.
5. Always make certain that the barrel and action are clear of obstruction — but be sure to look into the breech of the gun, not the muzzle.
6. Never point your gun at anything you do not want to shoot.
7. Avoid horseplay while holding a gun.
8. Never shoot at a flat hard surface, such as rocks or the surface of water.
9. Instruct your children in the proper use of firearms and explain the dangers of the weapons.
10. Do not mix gunpowder and alcohol.

Men's Bowling

By DICK SPRAGUE AND JOHN HUTCHINS, Co-Chairmen

WE have bowled six matches to date. One new team has joined from No. 7 Roofing Machine and one team has dropped out of the league, the FBW team from the Granule Plant. The count still adds up to sixteen teams. We have seen quite a number of new faces and there is a lot of good bowling this year. High single and high three-string scores have already been broken three times.

A turkey roll-off is coming up for Thanksgiving. There will be two turkeys to be won on handicap and one turkey for high three-string. So look sharp, boys, and you may win one.

Following are team standings with high single and high three-string records at the end of the first six weeks.

Team	Won	Lost	Pct.
FX-1	27	3	.900
FBPM-7	25	5	.833
FBV	20	5	.800
FFV	20	5	.800
FBI	16	9	.640
FX-2	17	13	.567
PFL	11	9	.550
FBPM-1	16	14	.533
EM	15	15	.500
FB-GEN	15	15	.500
ERB	10	20	.333
FF	6	14	.300
FFG	8	22	.267
FFN	5	20	.200
EMT	5	25	.167
A	3	27	.100

High Single, Mario Presentato (FX-1) 136
High 3-String, Ed. Mingles, Sr. (FBI) 339

Girls' Bowling

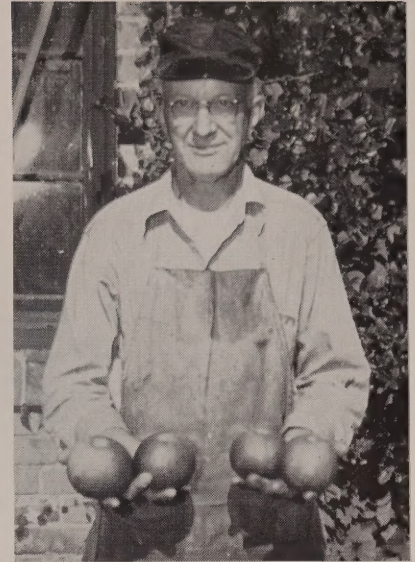
By PAT McDONALD, Chairman

CAPTAINS and team names for the ten girls' bowling teams are announced for the current season:

Captain	Team
Edythe McMullin	Mix-Ups
Mary Moylan	Bowlettes
Gloria Stevens	Shifties (1)
Elsie Johnson	Shifties (2)
Mary Wallace	Bottoms-Up
Eileen Geraghty	Yankees
Marion Thomas	Lucky Five
Mary Nicastro	Champs
Patricia Curran	Bobby Sox
Helen Quackenbush	Solids

As we go to press, the high individual scorers to date have been Mary Bannon and Anne Lindsay.

Fred Arthur from No. 1 Box Shop Shipping Department reported a wonderful vacation at Hampton Beach, N. H. He brought back many stories about meeting some beautiful "dolls" up there. After a look at this picture, we feel that his remarks were misleading. ➡➡➡



Herman (Heinie) Nordstrom picked six bushels of apples from one tree in his back yard this fall. It took only two of these oversized apples to make a pie, he claims. He thinks they are Baldwins.

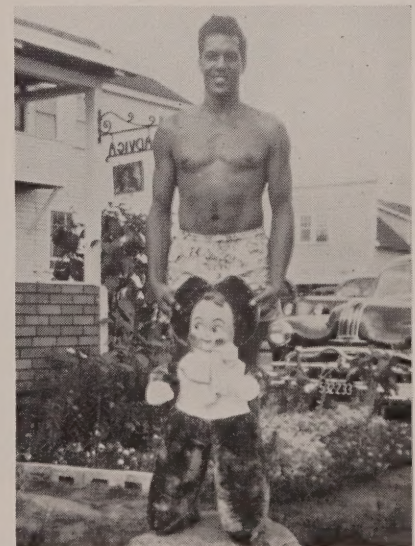
Cribbage

By HERMAN NORDSTROM, Chairman

THE first cribbage party of the 1949-50 season was held on Thursday, October 20th, at the East Walpole Brigade Room. Twenty-four players were in attendance.

Cribbage prizes went to: Charles Wohler, Paper Mill, and Ruel Fulton, Roofing Plant. William Mattson and Herman Nordstrom, both of East Walpole Maintenance, won the baskets of fruit.

The second party is planned for the evening of November 17th at 7:30.



Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM
MARJORIE PYNE
DOROTHY McELENENY
JULIA LEWIS
WILLIAM GRAZADO

Nurse Roxy Coburn was seen wearing a cigar in her pocket the morning of October 25th. In answer to our raised eyebrows, she said the cigar was given her by an enthusiastic new father, celebrating the birth of a second beautiful daughter. The nouveau papa is Louis Verrochi, a neighbor of Roxy's, who is working for the Rust Engineering Co. on the Boiler Room construction job. Roxy did not divulge the fate of the cigar.

Gretchen Balduf is extended a tardy, but none-the-less sincere, welcome to the Advertising Display Department. As for Doris Reardon, this department will have to say "Hail and Farewell" in the same breath. Doris and Gretchen came to the department at about the same time, but now Doris has been transferred to Statistics. So, welcome to Statistics, Doris.

Elsie Thompson is welcomed back to work after being sick for a long, long time. She is playing hooky afternoons for a while, but we hope she will be with us full time soon.

Welcomed to the staff of the Personnel Department is Robert Lambert, who hails from North Dakota and recently earned his degree in business administration from the University of Minnesota. Mr. and Mrs. Lambert live in Abington, Mass., Mrs. Lambert's home town.

Henri Davenport, formerly of the Information Desk, now retired, stopped in the other day. Wonderful to see you, Davvy.

Dick Phipps of Traffic spends all his spare time hunting pheasants these days. Good luck, Dick.



One of the sights enjoyed by the Nordstroms and the Morrisons was Bryce Canyon, Utah. These strange looking formations are all brilliantly colored.

Eleanora Lori was tendered a shower at Bishop's recently. She received many lovely gifts and everyone present had a good time. Eleanora has chosen Sunday, November 13th, for her marriage to James Murray at Blessed Sacrament Church, Walpole. Good luck to you from all of us.

Mr. Coleman: What is it, Al?

Al Hargreaves: Riley Stoker.

And so that is how Al Hargreaves announced the fact that he is the proud father of a second son, a bouncing baby boy! At any rate, congratulations to Al and Mabel and now Al will have to teach little David Cowan Hargreaves all the tricks he has taught his young Richard.

Glad to hear that Roy Cooper, Payroll Dept. Head, is coming along fine after an ear operation.

New member of the Review's corps of correspondents is Bill Grazado of Advertising Display. Bill has been a reporter before and we welcome him again to the fourth estate.

Edith Dion is back at her desk after undergoing an appendectomy. Glad to see you back again, Edith.

Joe Cleary enjoyed the balance of his vacation in the Windy City. Hope you didn't get blown into Lake Michigan, Joe.

Believe it or not. They swear it actually happened:

Howard Hanna was driving about the town of Sterling with a local citizen, who was enthusiastically describing the features of the town. Here was the site of the schoolhouse of the Mary's Little Lamb rhyme, and there an underground tunnel for the passage of Civil War slaves. Then the native pointed to a hillside nearby and exclaimed, "And over there we used to have a silver mine where they actually produced the real metal."

"Aha," replied Howard, "that must be where sterling silver came from."

PAPER MILLS

THOMAS FLOOD
EDWARD GERAGHTY
FRANK NYBORN
GEORGE LAMORE
EDWARD WISNIEWSKI
PETER GLERUS
DOMENIC MCKENZIE
JACK HOLLIDAY
CAROLYN DELANEY
NINETTE PETRONI
EDWARD POWER



Mr. and Mrs. Fred Morrison, and Mr. and Mrs. Herman Nordstrom had a wonderful trip to the West Coast during August and September. Here are Fred and Heinie "somewhere out there."

Herman Nordstrom and his wife and Fred Morrison and his wife had quite a trip out West this summer. Heinie gave us a fine account of the trip, from which we have made these notes for the Review:

Left Norwood August 2nd. Drove through New York State to Niagara Falls. Thence to Ohio, Indiana and Chicago, Illinois. From there we went north to Wisconsin, Minnesota, to the Dakota Badlands and on to Montana. At Custer National Forest we drove up the mountains which were over 15,000 feet above sea level. The tops were covered with ice and snow, and if you think the Hairpin Turn at Adams, Mass., is bad, you should drive up these mountains where only one car at a time can have the road.

While at Yellowstone Park it snowed enough at 1 p.m. to cover the ground. We drove on to Salt Lake City, Utah, and to Bryce Canyon. I think Bryce Canyon and Zion are both more interesting than Grand Canyon.

During our stay at Las Vegas, Nevada, we drove out to Boulder City and saw Hoover Dam. It certainly is a nice piece of work and worth seeing.

From there we drove across the desert to San Diego. It was very cool all day. We stayed in San Diego three days visiting friends. We drove down to Tijuana, Mexico and then went on up the West Coast

to Yosemite and Oakland, where I met our old timer, Victor Purdy, retired from the East Walpole Maintenance Department.

In Oregon I think Crater Lake is the most beautiful thing in that state. We came back through Idaho and Wyoming. Cheyenne gives a good greeting to strangers traveling through. The last part of the trip was via the Pennsylvania Turnpike, up to Newark, New Jersey, through the Holland Tunnel, the Merritt Parkway and home. Total distance traveled, 9,364 miles in all.

At No. 5 Paper Machine, Mike Burke says: "Well, I guess it's time to fill No. 1 Chest."

Jim Donovan: "No. 1 Chest? Where's No. 1 Chest?"

Mike Burke, picking up his lunch and pointing to his stomach: "It's right here."

Charles D. Rafuse, retired, formerly of East Walpole Maintenance (EMM), was given a surprise birthday party by his family on October 23rd in honor of his seventieth birthday. Five of his eight brothers and sisters were present. The other three could not come because they live too far away.

Notes from "the Black Gang" at the Boiler Room:

It's TV all morning from Ralph Clifford, Raphael Patinsky and Amos Craig, all of whom have new television sets. John Dorsheimer is a fan also.

Alder Shaw's new Buick is very nice. George Blair and John Dorsheimer have new-to-them Cadillacs. Jack Holliday is also a Buick owner.

One fellow will be giving out cigars by the time this goes to press. Ask the Rabbit. He knows. Hi, Milt Gardner!

Harlow Dray is remodeling his home in Westwood. Looks good, Rusty.

Mike Boragine is a proud grandfather again and is he happy!

Maybe there will be some venison around when Smoky Joe Jarlis goes deer hunting.

John "Pots" Phelan is still going three nights a week to school at Lincoln Technical Institute in Boston. Four years is a long time.

John Kalis celebrated his birthday with his new girl friend by taking in a steak supper and a show.

Next month there will be a new book out called, "How and When to Play the Horses," by Jerry Collins and Pat O'Malley, Jr.

NO. 1 BOX SHOP

JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEV

LORRAINE OLSON
EDWARD PADUCK
HENRY JOHNSON

Welcome to the many newcomers to Corrugated. We hope your stay with us will be long and pleasant.

Congratulations to Harold Higgins and James Bunascienk, who have completed 27 years with Bird & Son, and to Donald Martin and Charles Campisano, who have been here 10 years.

Louis Fuller is the proud owner of a newly acquired Oldsmobile. He is taking trips week-ends to New Hampshire and points north.

Welcome newcomers to FXA (the Wood

Frame Dept.) are Margie Ross, Rose McLaughlin, Jimmie Farren, Rod Urquhart, John Hanks, Jackie Maroney and Sully Jenette.

Leonard Curran reports that his wife has a new 1949 Chevrolet.

Frances Penza is the new Inspector on one shift. Did you know, Frances, that you have made quite a hit on No. 35 Machine?

Ramona (Mona) Chicoine tells of an interesting visit she had at the Phillipsdale Plant:

During my recent vacation I had the pleasure of visiting Phillipsdale with some friends. We dined with Harriett Neill of the Phillipsdale Office and after returning from dinner were conducted through the mill by Mr. Lowry. It was a very educational trip and enjoyed by all. I can now say I saw how they make the Insulating Board which is used at Chicago and Norwood and also the dry felt which is used in most of our Bird & Son Mills.

We hear that wedding bells are soon to ring for Joe Johnson and Frances Polovitch. We wish them the best.

We welcome back Laura Illingworth, who has been on the sick list for some time. Hope you are feeling much better.

If anyone has a mathematical problem he needs help with, he should contact Ken Finlayson. He's GOOD.

Jimmy Loring is doing a very fine job as Shop Steward. Good luck to you, Jim.

Wedding bells will soon chime for Frank Hemmer and Jeannette Morris, who formerly worked here. We guess that new Studebaker of Frank's will have to do him for some time!

We extend a hearty welcome to all the new members of FFXF, the Solid Fibre Cases Dept.

John Flaherty has been out on the sick list with a bad shoulder. Hope you are better soon.

The Vincent D'Espinosa have returned from their vacation, which they spent touring. They went as far west as Arizona and California. They were also in Washington,



Regina Cotton of the Stenographic Department claims she had just finished shooting a squirrel when this picture was taken in New-castle, New Brunswick. Her cousin was impressed, as you can see by his gesture of approval.



Paul Persechino of the Combiner Room at No. 1 Box Shop had a wonderful trip to Italy last summer. Here he is as he stepped aboard the T.W.A. plane which took him there in twenty hours.

Return to Italy

Paolo Persechino of No. 1 Box Shop had a fine two months' stay in Italy recently. Mr. Persechino made the trip to visit his mother, who is eighty-six years old, works every day and is in the best of health. He hadn't seen her in thirty years.

While Paolo was back home, his brother, who lives in France, came over to Italy too. The two men had also not seen each other in thirty years, so they all had a most enjoyable reunion.

Among the places Mr. Persechino visited were Rome, Vatican City, Monte Cassino and Canto Di Jio. At Aquila he visited with the family of his mother-in-law, Mrs. Gaetana Penza.

Mr. Persechino reports that conditions in his native town are not too good. Although food is fairly plentiful, people are in dire need of clothing and shelter. Many small townspeople must depend on candlelight to read by. The currency situation is not good either. A pack of cigarettes costs much more than we pay — about 200 lire in Italian money. The average worker, he says, earns around 800 lire a day.

D. C. From their reports, it is a beautiful country that we live in.

Latest in men's fashions is worn by Red Curran since he has been changed over to the Sales Department. Red now reports to the Sales Dept. and in addition to his former sample making duties, he has taken on additional work in box making and customer contact.

NO. 2 BOX SHOP

ELNA GOTTBERG
A. D. SMITH

JOHN McGRATH
BERTA WHITE

BARBARA COYNE

Our best wishes are extended to the former Marion Thomas, who recently became the bride of Hazis Kelley of Norwood.

Mr. and Mrs. John Geraghty spent two fine autumn weeks on an automobile trip traveling south as far as the State of Virginia.

The Flower Pot Dept. (FXB) is in the process of moving to the Finishing Mill (DF). Within a few weeks we can expect to be organized in our new location. This move is part of the reorganization written up in the October Review.

We extend get well wishes to Mary Brady and hope she will soon be back to work.

Mr. and Mrs. Fred Morrison had a wonderful trip to California and the West Coast last summer. Fred was very enthusiastic about it. On these pages you will see a picture of him with Herman Nordstrom (the Morrisons and the Nordstroms went together) and a view of one of the scenic spots they saw. For more details on this trip, see the Paper Mill personals.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

The editor of the Review received the following unsolicited note from Dan Tracy; the fine sentiments are printed here for all to read:

On October 10th, Joseph Flaherty died . . . He left a wife and three small children. He was a really good, fine, maybe a noble man. He was stable, modest, decent, cheerful and able. He didn't whine and he didn't argue. He didn't drink, gamble or smoke. Because of—maybe in spite of—this, his absence is going to be felt, with deep regret, by all of us for a long time.

Mr. and Mrs. Charles Seavey took an automobile trip recently to Virginia. They traveled along the famous Skyline Trail and visited the impressive Luray Caverns, which go underground as deep as 400 feet.

If you call the Roofing Office and are surprised to get Dorothy O'Toole on the phone, just stop and think a minute. It's Dorothy Dargan, of course, now Mrs. Thomas O'Toole, since her marriage October 15th at St. Margaret Mary's Church, Westwood. The young couple took a wedding trip to Canada before returning to their Bird & Son jobs.



Four Box Shop girls on a weekend in the country. In front, Anna O'Brien and Barbara Coyne. Standing in back, Leona Paquette and Louise Driscoll. P. S.—Did we fool you on that one? This was really taken on the banks of the Neponset River just outside No. 2 Box Shop.

Nelson Bartlett is now prepared for any sailboats, yachts, cruisers or sea-going tugs that may wish to visit him at his camp on Moosehead Lake, Maine. He has just put in a pier in front of his cottage.

Charlie Carter showed up for work a little late the other afternoon with the explanation that he had engaged a man with a bulldozer (at \$25 an hour) to do some work on his new "estate". He was reluctant to leave the man to his own devices with so potentially destructive a weapon. The man was a good worker, Charlie said, and might have finished sooner had he not

paused for one brief interval to tell Charlie about the phenomenal condition of his brother-in-law's gall bladder. Of course we were curious to know about this brother-in-law's gall bladder and we asked him. Charlie said it was odd, but he could remember distinctly only one thing about the story—that it cost him \$7.40 to hear it.

Welcome to Janet Haste, who has taken over Jennie Ippoliti's duties in the Lab. Janet is a sister of Patricia Haste, who works for Chief Chemist Bernard Bailey of the Flooring Plant. Jennie left us when she moved to her new home in Gloucester.

Signs of progress: Carroll Homan is being seen these days in a shiny black 1947 Ford.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY	DOROTHY HAWES
RICHARD ELLIS	CLARENCE PHILLIPS
JAMES CONNOLLY	JOHN GROVER
CHARLES COBB	RUSSELL RICHALL
CHARLES NOVICK	

William Fitzgibbons passed around the cigars recently in honor of a new son.

Clare Hayman celebrated his twenty-fifth wedding anniversary by taking a second honeymoon trip to Niagara Falls.

Bruce Grindle and his wife are a champion square dance team. They won a prize at the Marshfield Fair and one at the Hatch Shell on the Esplanade in Boston.

Russell W. McDonald will exchange marriage vows with Georgia Boyden of Norwood on Sunday, November 13th, at a 3 o'clock ceremony at the Union Congregational Church in East Walpole. After a honeymoon "down South somewhere" they will be at home at 143 Union Street, East Walpole.

Wanted: Information on where there is some good bird hunting, by Thomas Blondell.

Ralph Hildreth, proud owner of a TV set,



An important event in Floor Covering circles was the opening of the new show room of the Edward W. Daniel Company, Cleveland, Ohio, recently. At the same time, the new Bird advertising program was presented. This picture was taken during the refreshment hour. Left to right: Richard Murphy, Bird Field Manager; and Michael Kareken, Bird sales representative; Clarence Straight of the May Co.; A. E. Janko and H. T. Simonds, both of E. W. Daniel Company; and H. W. Greene of the Greene Rug Co., Cleveland.

has only one stipulation for his hungry television audience. Each must bring his own refreshments.

Carl Hilton, likewise a television owner, has found that "something must be done about it" — (see above). He has devised a neat little box, neatly marked with the simple word "Donations."

When Dorothy Hawes stepped down from the office of Noble Grand of her lodge of Rebekahs, she was surprised with many lovely gifts including flowers, perfume, stockings, underwear and a jewel and cord to commemorate her office of Noble Grand.

We were sorry to hear of Guptill Fillmore's serious accident, which occurred while he was on vacation, helping a friend in his workshop.

On opening day of the hunting season, Whitey (Peter) Mazgalis modestly displayed the tomato cans he had bagged.

John J. Burke will march down the aisle on November 26th at St. Catherine's church, Norwood, when he takes as his bride Helen Cleary of Norwood. The couple are planning a wedding trip along the East Coast, after which they will live on Adams Street, Norwood.

There's but one bachelor left in the Oil Boiling Department. With a name like Robert Taylor, are you going to let him get by, girls?

Bill Webb is now eligible to play for the married men's softball team at future outings. The wedding was October 21st.

The air in the Finishing Department smoking room was heavy with cigar smoke on the day that Frank Petraitis announced the arrival of Peter Leon. This blessed event also made George Petraitis a grandfather.

John Graney, retired Watchman, has been in to see us several times. This summer he did backyard gardening and spent a month on Cape Cod. He is still younger than many men thirty years of age.

Sam McLeod, retired from the Shipping Dept., walks by and talks with the Shipping boys now and then. It's nice to see him.



"S. S. Noronic", snapped from another excursion vessel on the Saguenay River near Montreal about ten days before the "Noronic" burned at her pier at Toronto with heavy loss of life. Rose Fox of the Chicago Sample Department was on vacation with her family aboard the "S.S. City of St. Lawrence" when her son Jimmy by chance took this picture of the ill-fated "Noronic."

Jesse Ghen, retired, and his wife, now residents of Laconia, N. H., visited the George Woods and the Herbert Jepsons recently, staying over night at both houses. A sister-in-law was with the Ghens and all three had paid a pleasant visit to Provincetown where all three had originally come from. George Wood reports that Jesse and his wife are in quite good health. They have now gone back to Laconia. But don't think they hibernate up there. They live in great skiing country and even if they don't do any more skiing than you and I do, they still like to get out and watch.

We wish Joe Wall and Herby Johnson lots of luck in the pursuit of their new duties in the Mastic Flooring Dept. Both boys were live wires at the Flooring Lab.

Add "Honest Bob" Grover, the shootin'est guy this side of the Lab, to the list of hunters in this neck of the woods. "Them squirrel sangwiches just tickle the palate, Bob, but next time please cut off the tail."

H. Howard Heath, Needham's gift to the Design Dept., joins in the "Poet and Pheasant Overture" by going hunting the opening day. Howard continually has spots in front of his eyes since he brings along with him his two Dalmatians. The canines scared a partridge up out of the bushes and our H. H. H. blasted away with both barrels as loud as H. Wot happened? Howard didn't get the bird and the Dalmatians have added a few new spots.

Herman Wauhkonen of the Tile Dept. spends more time at home now enjoying his new television.

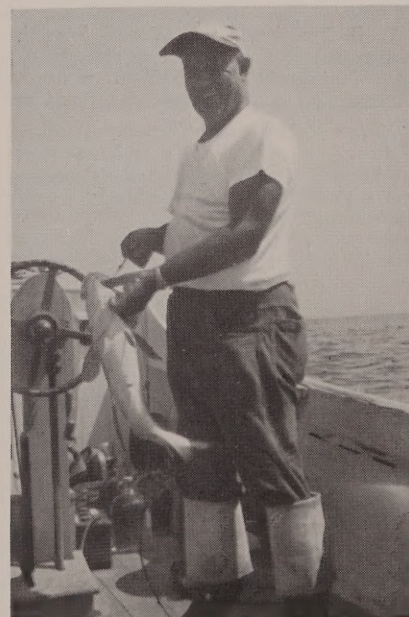
Two new additions are noted in our Lab family, Dave Jenks of Walpole and John Yelapi of Norwood. Good luck, fellows.



Wish you could see this picture in color as Dan Tracy submitted it. These are Dan's three sunny-haired children — Janet, 3½; Dana, 2 years; and Susan, 4½ years old.



Pat Howard, daughter of Paul Howard, No. 1 Box Shop, and Pat Maloney, Paul's cousin. Little Pat is mascot of the Dedham High School football team and big Pat is captain of the cheerleaders of Dedham High. Little Pat has a dress just like the cheerleaders' dresses.



The fishing was good off Monhegan, down in Maine, this summer. Here is Skipper Howard Hanna, Purchasing Agent, who has just hooked a tasty cod.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Shreveport Speaks

Mode Myers completed his three degrees in the Masonic Lodge, September 24th, and was given a beautiful Bible by the Mooringsport Degree Team that took him through. Mode says that confidentially the Bible isn't ALL they GAVE him. Maybe you other Masons know what he is talking about. We understand that Mode's wife also gave him a beautiful big white Bible to match the small one.

With the annexation of the Werner Park district to the City of Shreveport, Helen Findley becomes a city slicker. Now there won't be any more wise cracks from Ed and Willie about the little "hick."

Edwin Sompayrac had his vacation plans changed slightly when he learned he was due for a visit from the Auditor. Oh well, he hadn't planned too much on it anyway!

Dewey Epps was in Tri State Hospital the last week in September, but today he is pushing that wheelbarrow as strong as ever.

Guster Lewis signed for the 25th pair of 8" Safety Hi-Top Shoes that was bought over the past six weeks. In this same period the fellows in the mill bought 11 pairs of the regular Thom McAn Safety Shoe.

Herbert Harrell says if this rain doesn't stop, he won't have many sweet potatoes in his crib.

H. B. Beauchamp was released from the hospital September 27 after an eighteen-day stay. We sure hope "Beau" continues to improve and will come to see us before long.

Homer McNeely spent Tuesday afternoon, October 11th, with us. We understand several hunting trips have already been planned down around Toro. Homer must be a pretty good booster for his part of the country or maybe there are lots of squirrels. We were sorry to learn it will be several months before the doctors will release Homer, although he is the picture of health. Come back and see us again, Mr. McNeely.

Isaac Adams, Jr., joined our forces September 17, wearing safety shoes and his own goggles. Isaac has been working for the railroad for the past eight years. Looks as though they sell SAFETY too.

Our only leave-of-absence-military-service employee, Nelson Patrick, came back to see us September 16. It was good seeing you again, Nelson.

Franklin Scott, through the provident and productive purposes of the Neponset Credit Union, purchased transportation equipment in the form of a motorcycle. Dick Potter and Frank Markham noticed Scott aboard this vehicle the other day, but with the motive power provided by Willie Smith pushing from behind. That got Potter and Mark-



Just before Wanda Outlaw left for St. Louis, the girls of the office and Rust Engineering Company gave her a surprise luncheon at the Mirror Steak House in Shreveport. Left to right, we give you Marie Sloan (Rust), Joycelyn McEachern, Vivian Wilson, Wanda Outlaw, LaFon Colvin, Gertrude Salter, Helen Findley, Grace Fuller, Wynn McPherson, Ann Eddy. Seated: Gladys Bryan and Mearlie Rea Perry (Rust). Lucille McMurtry took the picture.

ham wondering how many times they would have to push Scott before they earned a ride on that iron horse.

Mrs. Robert Jones had a 10-day hospitalization the middle of September. Robert tells us the Missus is doing fine now.

In the October issue of the SHREVEPORT magazine was a picture of a group of school children from Werner Park School, who were among the 2,776 students to ride the T&P Railroad during the Educational Tours of that line. In this picture is Helen Findley of the Accounting Department, who helped sponsor this group. Other states have been sponsoring these student trips for some time, but Werner Park School was the first in the State of Louisiana to take a trip, an over night trip to New Orleans, where they saw the sights.

Ed Price's son, Billy, suffered a pretty tough fall at school the other day. His left leg was cut and four sutures were required to close the wound.

James Moore's wife spent five days in Tri State Hospital the latter part of September. We know all those 12 children and James, too, were glad to see her come back home.

Chester Dawson bought a new rifle before hunting season closed last season. Squirrel

season opens this Saturday but to be sure he gets his allotment of squirrels, Chet will use his ole trusty 12-gauge shotgun. He can practice with the rifle later.

N. R. McNeill must really have had a good time in Colorado and Houston, Texas on his vacation. He reports some very interesting sights and hopes to visit Colorado again when he can fish and hunt.

Lloyd Patrick just purchased a 1946 Ford Pickup Truck and plans to use it to make a little extra money after working hours.

Terrell Teutsch is the proud owner of a new 1949 Chevrolet black coupe. How about a ride, Terrell? This is the second 1949 Chevrolet to show up on the night shift.

T. D. Blanchard came to Shreveport from Houston the other day to buy a new Pontiac sedan. We always knew Louisiana was a jump ahead of Texas.

The Big Bass Contest is still going begging as no one has caught a bass big enough to weigh in.

Squirrel season opened on October 15th, and some of the boys on the night shift went out after them. However, the bags varied from 0 to 2 to each hunter, Mode Myers being the only hunter to bag two.

Then a number of the boys from both shifts were in the woods Sunday morning, October 16. This time more squirrels met their doom, as some of them raised the bag to three. William Winkler, C. F. Chandler, and Cephas Myers were the high men. (If we overlooked anyone, our apologies, please.)

Nowadays, Willie Smith can be seen trying to beat William Winkler to the brigade room each afternoon to get his lunch box before William takes it home again with Willie's pipe and tobacco in it. This happened twice in one week. Now Willie is trying to get William to pay for the cigars he was forced to buy over the week-end. Maybe William is trying to break Willie of smoking.

Cephas Myers really had tough luck the night of September the 26th. Someone stole his 1947 Chevrolet from his yard and he has not had any word of it yet. However, the car was fully covered by insurance and he now hopes to buy a 1950 model.

Berry Asphalt News

By STELLA HINES

The employees of Berry Asphalt Company extend their deepest sympathy to Mrs. Opal Livingston and family in the tragic death of her husband on October 4th. Mr. Livingston, who was employed by Mc-Alester Fuel Company, was working on a derrick in a severe rain and windstorm. The derrick was blown over and he was fatally injured. He is survived by his wife, a five-year-old son and one sister.

Another of our famous barbecues was held at Roberts Lake, Stephens, on October 7th, where a goodly crowd enjoyed an evening of visiting with their neighbors and fellow workers. At the same time they consumed an enormous amount of barbecued beef, pork, goat and mutton, as well as a variety of salads, home-made pies and cakes.

We welcome R. H. Cole, Jr., as our newest employee at the Stephens Refinery. Bob had a stroke of bad luck when the brakes on his new car "froze" while he was bringing his family to the barbecue. They were within walking distance of the picnic ground, however, and the misfortune didn't seem to dull the appetites very much.

Glenwood Gossip

By ROBERT STEWART

GLENWOOD'S pride and joy is their new half-yard shovel. Garlin Austin, at the controls of this shovel, wears a smile because the new machine is a real joy to operate. The old shovel was getting a bit temperamental. Numan Smedley, the jackhammer operator, notices the difference in Garlin now, says he is much easier to get along with.

Someday at this crushing plant there is going to be quite a sizable hole dug out by this shovel. You can see in the picture the beginning of it at the pit behind the shovel.



A boy on a man's job — and it looks as if he could handle it, too! This is David Steenhill following in his father's footsteps. His dad is Superintendent of construction for Rust Engineering Company at the new Felt Mill in Shreveport.

Safe Toys

A toy maker says only a few parents will select the proper playthings for their children this Christmas. Most will buy toys that please themselves rather than the children.

The National Safety Council adds that too few parents will keep safety in mind when they choose toys, because they fail to realize the hundreds of ways children get hurt.

Here are the hazards to avoid in choosing toys for various ages:

The Hand to Mouth Age (up to 2 years) — Avoid small toys which can be placed in mouth . . . flammable objects . . . toys with small wheels or knobs that can be

pulled off . . . poisonous paint on any object . . . stuffed animals with glass or button eyes. (Most of them will come off. Either remove at once or buy animals with stitched eyes.)

The Explorative Age (2 to 3 years) — Avoid anything with sharp or rough edges which will cut or scratch . . . objects with small removable parts . . . poisonous paint or crayons . . . marbles . . . beads . . . jacks . . . flammable objects.

The Let's Pretend Age (3 to 4 years) — Avoid toys too heavy for child's strength . . . sharp or cutting toys . . . cowboy suits or other costumes which are not flame-proofed . . . electrical toys.

The Creative Age (4 to 6 years) — Avoid shooting or target toys which will endanger eyes . . . sharp whistles, horns or other mouth objects that can be fallen on . . . sharp scissors or cutting instruments . . . sewing machines.

The Dexterity Age (6 to 8 years) — Avoid electrical toys not approved by Underwriters' Laboratories . . . transportation toys which entice children into the street . . . sharp-edged tools . . . conductible kites . . . dart games.

The Specialization Age (8 and older) — Avoid air rifles, chemistry sets, darts, bows and arrows, dangerous tools and electrical toys UNLESS used under parental supervision . . . motor scooters or motorized bikes.



Glenwood's pride and joy — their new half-yard shovel being used for the first time. At the controls is Garlin Austin and at the right, Numan Smedley, jackhammer operator.

PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY

Bird Bowlers Entered in Industrial League

THE Bird & Son bowling team in the East Providence Industrial League has won 9 points and lost 3 in the first three matches. On October 17th, they were fourth in a 12-team league. But having played only three times, they have a lot of teams yet to meet. They were successful in taking one string from last year's leaders, the Glenlyon team, on October 17th. The five regulars have averages as follows:

John Cyronak	113 6/9
Ray Nolan	109 4/9
Joe Queenan	102 4/9
Howie Inman	98 8/9
Mat Pino	98 6/9

Ray Nolan holds the high single with 157.

The matches are held every Monday night at the Bowling Academy in East Providence.

In-Plant Bowlers in Spirited Matches

OUR interdepartment bowling league is in full swing every Friday night at the Sunrise Alleys on Fox Point Boulevard in Providence. Four teams are having spirited matches each night and not a few upsets have been reported. As an example the office team took 4 from the machine shop team on October 21st.

The high single to date is held by Andy Oates, who rolled 138 on October 7th.

The standings are as follows:

Team	Won	Lost
Yard	10	6
Millwrights	9	7
Office	8	8
Machine Shop	5	11

Phillipsdale Notes

Dick Ferris is reported to have bought a new boat. We hope to have a picture of it soon to show you.

Farmer (Anthony) Rochford took a lot of abuse in his defense of the Yankees. But from what we hear he also took in the money, so he at least is happy over the whole thing.

We understand from George Hawley that he is not spending all of his leisure time around the house. Some days he is actually getting up early and going fishing.

We were glad to get a letter from Willie Banks, who is now living in Long Beach, California. He sent his regards to everyone at Phillipsdale.

The old fishing urge caught up with several of the boys on the paper machine recently so they decided to go to Jamestown very early some morning. They made up a pool for the largest fish and the most fish caught. We have obtained the following results from the trip:

John Arruda	31 fish
Henry Lourenco	9
John Gomes	9
Leonard Audet	7
Tony Amaral (DPX)	20

Amaral won the prize for the largest fish and John Arruda for the most. Leonard Audet claims he caught the largest fish but it got away when he was pulling it into the boat. He wanted to claim part of the pool but the rest of the boys voted "No." They said he would have to produce the fish and

have it weighed. The ones that get away do not count.

John Ellis, Ray Nolan and Tony "Shag" Amaral went to New York to see a ball game just before the World Series games started. They went in Shag's machine Saturday morning and came back Sunday night. Shag checked maps and routes for several days and was all set to go when the time came. He assured the rest of the boys he knew the way and would need no advice from them. Along one of the routes they came to a road sign marked "55". Shag thought he was on the wrong route and stopped to inquire. The gentleman told him it was a speed sign and they were on the correct route.

While in New York, John and Ray tried in vain to get Shag up at 5 a.m. Sunday to go to church, but this was too early for him. Since the boys went to cheer for the Red Sox, we won't say too much as to how the games came out.

About 50 employees of Phillipsdale took advantage of the diabetes test offered by our nurse in the First Aid Room. Arrangements may be made to have this test given at a later date if enough people are interested.

Joe Marrier got away from doing another chore around the house when he installed a new oil burner. He will soon be able to spend all of his time at the mill.

One hundred sixty-one Phillipsdale employees gave over \$314 to the local Red Feather Drive.

Our cafeteria is now being operated by Peter Zollo, the owner of the Daisy Mae Lunch on North Broadway in East Providence.

Farmer Rochford is doing quite a job on the office floor nowadays — so much so that Bill Callan was observed wiping his feet before he went into the office recently.

We hope by this time that Giovanni Olivieri, who has been out with an attack of appendicitis, is back to work again.

Albert Hamel tells us that his car has been thoroughly overhauled and should be included in those listed as new.

Other lucky men with new or almost new machines include John Ellis, Mat Pino, Gil Dias, John Conley and Henry Dutra. Mat Pino and Henry Dutra have open-air jobs. John Conley has a Model T to run back and forth in.

Tony Alves and Manuel Alves are out on the sick list. We hope that they will be able to return soon.

Mary: "Did you have the porch seat painted yesterday?"

Mother: "Yes, why do you ask?"

Mary: "Well, Bill and I sat on it last night, and Bill got paint on his trousers."

Today's long skirts are tough on the fellows who can't remember faces.



"Four little maids from Bird are we." Doing New York this fall were Christine Burke, Pat Curran, Elaine Monteith and Marion Seastrand from the Main Office. Here they are at Jack Dempsey's on Broadway near 49th.

Cost Men Pay Visit to Norwood Plants

NORWOOD Roofing and Flooring Plants were hosts on October 26th to about sixty cost accountants. The accountants, members of the Boston Chapter of the National Association of Cost Accountants, are working in business and industry themselves. Not only did they find it interesting to compare our methods with ones used in their own plants, but they said they appreciated the efficient way Bird & Son handled the tour. "Always thought I had a good roof—it's a Bird roof," one accountant said, "and now I'm sure of it."

Arriving in private cars, the cost men were met at the Granule Plant gate by Ernest Coleman, Cost Accountant for Bird & Son. Assisting Mr. Coleman were Lawrence Lindblom, Assistant to the Cost Accountant; George Smith, Assistant Superintendent of the Roofing Plant; and Donald Frazier, Chemist at the Roofing Laboratory.

Under Mr. Smith's direction, the tour of the Roofing Plant was conducted by the following men who acted as guides: Carroll Homan, Leonard Weaver, John Lukko, James Hanley, William Price, John Hutchins, and Roger Amadon.

Stuart Nickerson, Assistant Superintendent at the Flooring Plant, was in charge of the accountants' tour through that plant. Guides were: Joseph Stone, Samuel Steele, Ralph Hildreth, Gordon Wilson, Edward Phillips, William Cannell and Everett Fuller.



One of the groups from the Boston Chapter of the National Association of Cost Accountants stops at the winder of the No. 9 Machine at the Roofing Plant. Joseph Strumakis is working at the machine. Telling the company story to the visiting accountants is Leonard Weaver, at right.



Officers of Local #896, CIO, for the current year pose around the conference table for their picture. Starting at the left: Frank Troiano, Master at Arms; Peter Carchedi, Vice President; Richard E. Gorman, Trustee; John A. Pratt, President; Arthur E. Blakeney, Secretary; Stephen Tomaszewicz, Trustee; Howard Elias, Trustee; John Foley, Treasurer; and Rocco Phillips, Director of Education.

Suggestion Awards

OCTOBER suggestion awards were made to the suggesters listed below, following a recent meeting of the Suggestion Committee:

Phillipsdale

Vernon Stromberg, DPX	\$20.00
Leonard Audet, DPP	15.00
Albert G. Carlson, DPP	5.00
James Hammond, DPI	5.00
Joseph Queenan, DPM	5.00
Charles Smith, DPL	5.00

Norwood Roofing Plant

Karl B. Eklund, FBI	\$10.00
Nunzio Julius, FBN	10.00
Fred P. Turco, FBPM7	25.00
William Letts, FBC	5.00
Stephen Tomaszewicz, FBB	5.00

Norwood Flooring Plant

J. A. Brennan, FFF	\$5.00
George Kinsman, FFR	5.00

No. 2 Box Shop

Patsy Solbo, FXR	\$10.00
Robert L. Conant, FXV2	5.00

Office

Charles J. Makarevich, AF	\$10.00
Wallace Duncan, ACF	5.00

Leonard Audet of Phillipsdale had three No. 3 accepted suggestions, which brought his total to \$15.00. Earning the additional \$10 for five accepted suggestions were Domenic Silvi and Fred P. Turco of the Norwood Roofing Plant and Vernon Stromberg of Phillipsdale.

Mr. Turco was also the winner of an award in both the No. 2 (\$10.00) class and No. 3 (\$5.00) class.

One hundred men and two women cooks were employed at a Canadian lumber camp.

The owner, a stickler for business-like procedure, wrote to his foreman:

"Make your reports brief and snappy. Don't waste words. Give precise figures. Time is money. Remember this."

The foreman's next monthly report read: "Last month two per cent of the men married 100 per cent of the women."

Lonely baby chick taking a look around the electric incubator of unhatched eggs: "Well, it looks as if I'll be an only child. Mother's blown a fuse!"

History of the Norwood Roofing Plant

By GEORGE E. SMITH

Third Installment of the history begun in the September Review

1915

ED POPE was shipper.

In this year the folded back shingles were officially called "Neponset Built Up Twin Shingles, Gray Surfaced." The built-up feature was patented by Charles S. Bird on September 14, 1915, patent No. 1,153,418, and use was claimed since August 22, 1912.

In addition to Built-Up Twin and Granitized Single Shingles, they added to the line "Neponset Built-Up Twins Red Slate Surfaced," 230 lbs. per square. They also added Neponset Single Shingles, 10" wide, Red Slate, Double Coated, weighing 250 lbs. per square. Those in charge stated they hoped to have a satisfactory Green Shingle before long.

Several places in the records of 1915 refer to a double coated and surfaced shingle made by a new method. The historian had not, until recently, understood what was made at that time. When he first came to the Roofing Mill in 1917, the first coating section was in place but hadn't been used for some time. A series of eight pictures recently discovered and taken in 1915 of the new roofing machine shows two complete coating and surfacing sections. Further talks with Harry Mann, Mr. Bartlett and other old timers developed the following:

After the new machine was built to make granitized roofing and after they had made some individual shingles from granitized as previously mentioned, a natural red crushed slate granule became available. So management decided to make a slate surfaced shingle, Bird & Son's first slate surfaced square butt twin. A second coating and surfacing section was installed with the thought that this new shingle must be made quite thick if it were going to lie flat. The first layer of surfacing was coarse sand. This was covered by a second layer of coating with crushed slate surfacing.

This shingle was not too successful because two complete layers of coating and surfacing made the shingle more liable to crack. This can be understood because the coating asphalts of that time were not uniform or of the quality



The first shingle cutter installed to cut slate surfaced twin shingles. At left is Patrick Reardon, now retired. (See story for year 1915.)



Shingles are picked up and sorted ready for tying (1915). At the left is Fred Geartsley, Superintendent, Andy Currier and Oscar Ross.

developed a few years later. Also, the two coating sections were too close to each other, thus preventing sufficient cooling before the second coating was put on.

The double coated shingle was made until early in 1917, when they changed to single coated and slate surfaced twins, called "New Process Twins."

For some time the first natural slates were washed with a gasoline mixture to take off the dust. In 1920 the writer saw the apparatus for doing this still set up in a bin under the shipping platform.

The Neponset Review of 1915 says we were selling shingles as far west as Montana, for wood shingles were high priced and wood shingles burned freely. There was also a shortage of lumber.

Red Rope — First Product Exported

It happened in this way. Red Rope was the first ready roofing made. A man connected with our mills took a trip to South America. While there, he became acquainted with a mining company. He induced them to take a trial lot of Red Rope. It was used in place of canvas being stretched over pipes as a roof to keep the sun out. When the camp was moved they rolled up the paper and took it to the new location. Word spread around and sales increased.

The first export of Paroid was to Cuba. In those days it went by plies, up 'til the late twenties. Then it changed to weight of roll.

Asbury Park, N. J., approved Paroid within city fire limits after a fire test before the Council.

1916

Shipments — 43,531 tons.

Took over Morse sand pit to have sand supply handy.

Bought two Autocars to haul sand from Morse pit to sand plant.

The foremen at this time were:

Ellis—Machines
Spooner—Transfer
Harrison—Shipping
Kelly—Yard
Roy—Nails and Cements
Sheehan—Kettle House
Ross—Finishing
Fay—Repairs
Ames—Electrical

In 1916, Paroid mats were sent out as samples to put in front of doors. One concern bought a carload of Paroid rolls on the strength of the wear of mats.

Wartime Prices

Prices were raised in March, as raw materials had gone up. Roofing rags before the war were \$.85 cwt. and now in 1916 they were \$3.62 cwt. Mixed papers before the war were \$5.00 per ton and now in 1916 were \$16.00 per ton.

The reason our Neponset and Twins and later Double Twins had 10" butts was that a die was made to cut 10" In-

dividuals out of Granitized and when it became desirable to have two butts on one shingle, they simply took out a cut-off knife and put in cut-out blocks. In this way 10" butts became identified with Bird & Son.

All of the Neponset Reviews during these years have articles by Messrs. Charles Sumner Bird, Sr., Philip R. Allen, and Elmer H. Bartlett stressing quality.

The fourth boiler, a Babcock and Wilcox, was installed this year.

The roof of the storage building was raised and a third floor built.

1917

Shipments — 49,103 tons.

Records show we changed from fine to coarse talc on Paroid.

Neponset Twin, 12½" x 20", and American Twins, 10" x 20", New Process in natural Staso Red and Green, were introduced in the early part of this year. The Neponset used a No. 18 grading slate, which was finer than the No. 11 that was used on the American Twins. They took a 48-lb. bone dry felt and had one application of coating and slate with cut-outs 4" deep x ¾" wide.

In the Review of this year, it says Mr. Thornton, Salesman, sold twelve cars of celery bleaching paper, which was a saturated paper 12" wide.

Nail making machines were dismantled this year because roofing nails became available outside and could be bought cheaper than we could make them.

1918

Shipments — 39,211 tons.

In May, 1918, the Panel Board Machine had been started and some Panel Board was run through. It was a three-roll combiner with sheet cutter at the front end. It sat where FBPM#9 now is located. It took two sheets of saturated felt and sheet surfaced for the exposed area. The saturated rolls were run on FBPM#5. No. 5 was the machine that formerly made Paroid for built-up shingles and was brought back from the open space near the Flooring Plant and set up in its former location. After the Panel Board was discontinued, this machine was used to saturate 110" material for rugs at Flooring and is still in use.

Panel Board Garages

The surfaced sheet was run on FBPM#1 and wound into large rolls. The resulting material was approximately .250" thick. It was cut into different sized sheets for garage side walls and into several triangular pieces for peaks at end of the garages. All of these pieces were wood framed by outside concerns. The resulting buildings were called Panel Board Garages. (As the writer recalls, they were discontinued some years later, mainly because the lumber dealers, who also sold our products, complained we were taking away lumber business.) A 1919 Review states that a contest was run for a name for the new company to manufacture the garages. The committee was P. H. Bailey, E. H. Bartlett, F. H. Hurd, and H. E. Sawyer, Jr. The name adopted was the Proslate Panel Building Company, located at 185 Devonshire Street, Boston. In July, 1920, a commission of \$15.00 was offered to any employee who got an order for one of these garages.

The Review of this year, 1918, mentions sales of Art Craft from East Walpole. It must have been shipped here from Chicago, as the Chicago Plant was bought early in 1918.

March, 1918. All boilers at FB were equipped with new Files stokers.

1919

Shipments — 38,758 tons.

William W. Wilson replaced Fred Gertsley as Superintendent.

The foundation of our present inspection system was started this year. We were going through a very bad time with curly shingles. One of the first things Mr. Wilson did was to call in John Foley who was Machine Tender on the smooth roofing machine.

As John Foley tells it, Wilson said, "John, you are the inspector and you are never to let any shingles be made with less than 185% saturation."

Up to 1919, shingles were wrapped in paper and tied with rope.

All slate surfaced goods were made on what we now call the shingle machine. It was customary to run a week of Neponset Twins (12½" x 20"). Four days we would run Staso Green and one day, Red. The next week would be all American Twins (10" x 20") — four days Green and one day, Red.

The loose shingles were put on trucks as they came off the machine, then piled on the floor, which covered all of the other half of the machine room. The third week would be given to slate surfaced rolls and during this week the balance of the shingles left on the floor would be tied.

Shipping Equipment

Up to this time the shipping department used hand trucks. A truck holding 1,000 lbs. required two men, one on the handle and one to push. The first electric truck, a Baker, 4,000 lbs., was bought this year. In later years, the number was increased to fifteen electric trucks, all Bakers and Mercurys with all the charging equipment necessary.

During this year three Shook tying machines were bought to tie up shingles direct from the machines. They were big, cumbersome affairs. The men still had to lift the shingles chest high. These were soon replaced with hand tying machines and still later (1926) with the Parker machines we still used in 1947.

When the first tying machines came in, we changed from paper wrappers over sides and ends to paper tops and bottoms made at East Walpole. The writer well remembers how it looked before we tied shingles direct from the machine. The floor from the Norwood end of the machine room clear up to the front end of the machine was piled solid with shingles to be finished. The tyers with their tables and balls of rope would actually work themselves into a large hole surrounded high with finished bundles.

1920

Shipments — 50,012 tons.

1920 was quite a year; many things happened.

Foreign Trade

In this year Bird & Son did an extensive export business through G. E. Messer, Neponset Export Manager. Typical shipments included: Floor Covering to Siberia, Manchuria and England; American Ready Roofing to Constantinople; Art Craft to Italy; Black Building Paper to China; and Wall Board to Japan.

(To be continued)



Their Own Homes

Concluding Series of Employee-Constructed Houses.

Upper left: L. T. Harriman of Main Office Roofing Sales did not actually build this house himself. But he has done a lot of work on it, including most of the interior painting. Yes, that is Bird Insulated Shingle Siding (cottage red). And yes, again, L. T. Harriman is the same one whose wife in her Duotone-Tiled kitchen appeared on the cover of the September Review.

At right: Arthur Williams, Shreveport employee, built this good looking house, located on North Lakeshore Drive, close to good fishing and hunting. On either side of him live his brother and his sister. To top off this house Arthur has a roof of No. 21 Masterbilt Colonial Green shingles.



Below, left: Bennie Grudinskas of Roofing Shipping was finishing this new house of his in Norwood last summer. If you know Rock Street, you will recognize it, No. 128.

What Social Security Pays the Retired Worker

Social Security, together with your Bird Retirement Plan, will help feather your nest for the future.

Where the Money Comes From

The Old-Age and Survivors Insurance Program is what most of us call "Social Security" and that's what this story is about. It is called "social insurance" because you do not pay the entire cost of the protection you will receive. Every pay day your employer withholds 1% from your wages and at the same time contributes 1%. Four times a year he sends this money to the Collector of Internal Revenue, together with a report showing your name, social security number and the amount of wages paid to you.

Two Kinds of Benefits

Social Security provides two types of benefits:

1. Monthly retirement benefits to the worker when he is 65 or older and stops work, to his wife when she is 65 and to his unmarried children under 18.
2. Monthly survivors' benefits to the worker's family when he dies at any age.

Benefits for Retired Worker

In this article we are chiefly concerned with benefits to the worker who stops work at 65 or older.

How much will a worker receive when he retires at age 65 from his Social Security benefits?

A worker's monthly benefit is based on his average monthly wage in employment covered by the Social Security Act. To find average monthly wage, add up all wages up to \$3,000 per year paid the wage earner in covered employment from January 1, 1937 (when

the program began) up to the calendar quarter in which the wage earner files his claim or dies.

The next step is to divide the total wages by the number of months in the same period. For example, say the wage earner is 65 and will retire December 31, 1949. You have now by the method above figured that his average monthly wage was \$160.00. He had worked in covered employment since 1937, or 13 years. His benefits would be figured this way:

40% of the first \$50 (this is a standard amount)	\$20.00
plus	
10% of the balance (this is \$160 minus \$50 = \$110), or 10% of \$110	11.00
	\$31.00

Now in addition, 1% of this sum is added for each year of covered employ-

(Continued on next page, col. 2)

On the Lighter Side

Baseball Conversation

Heard at the office just after a World Series game:

Boy: "Did your team win today?"

Girl: "I don't have one."

Boy: "Do you know who is playing?"

Girl: "Yes. The Yanks and the Dodgers."

Boy: "Well, then, what league are the Dodgers in?"

Girl: "The New York league."

Boy: "And the Yanks?"

Girl: "The Boston league. But don't laugh at me. I don't know anything about football."

Complete

We are in receipt of a shopping list picked up on a sidewalk in Scarsdale on a recent Saturday morning. It reads, in full:

Coffee
Bread
Paper Napkins
Fruit
Bran Flakes
A Fresh Vegetable
A Nice Man

—The New Yorker

Then there was the nurse who was so conceited that when she took a male patient's pulse, she always subtracted ten.

Daffynitions

Harp—A piano in the nude.

Station Wagon—Something a city person buys when he moves to the country so the country people will know he's from the city.

Dime—A dollar with all the taxes taken out.

Pedestrian—A car owner who found a parking space.

Rain—What you leave your rubbers home because you think it probably won't.

Office Boy (nervously): "Please, sir, I think you're wanted on the phone."

Employer: "You think, don't you know?"

Office Boy: "Well, sir, the voice on the other end said, 'Hello, is that you, you old idiot?'"

One Up

Two veteran Marines were bragging about their respective outfits. "When we presented arms," said one, "all you could hear was slap, slap, click."

"With us, it was slap, slap, jingle," said the other.

"Jingle? What was that?"

"Our medals."

At the end of the first week away from home on a new job, the young husband wrote to his wife: "Made foreman—feather in my cap."

After the second week he wrote "Made manager—another feather in my cap."

After the third week he wired: "Sacked—send money."

To which she replied: "Use feathers—fly home."

"Are you saving any money since you started your budget system?"

"Sure. By the time I have it balanced up every evening it's too late to go anywhere."

Social Security

(Continued from page 20)

ment. He has 13 years, so 13% of the above is added:

$$13\% \text{ of } \$31.00 = \$4.03.$$

$$\$31.00 + \$4.03 = \$35.03.$$

\$35.03 is the primary benefit. A wife's benefit is half of whatever amount this is and a child's benefit (the child must be under 18) is also half the primary benefit. So a family's benefit would be figured thus:

The retired worker's benefit	\$35.03
His wife's (1/2 of his)	17.51
His minor child's (1/2)	17.51
Family Total	\$70.05

You Have to Apply

Now here is an important fact which everybody should understand. These payments are made as a matter of right and are not based on need. But—benefits are *not* paid automatically. AN APPLICATION MUST BE FILED. A claim must be filed promptly, too, or benefits may be lost.

If you have any question regarding your social security, write or visit your nearest Social Security Administration office. For Massachusetts employees, write to the Social Security Administration Field Office, 90 Warren St., Roxbury 19, Mass. (Telephone, Highlands 2-6700.) At the Norwood Post Office every Thursday from 9:30 a.m. to 12:00 is a representative of the Social Security Administration.

Take your card with you. Your social security card is the key to your old-age survivors insurance account with Uncle Sam. You will need it when you file your claim. Be sure you have your card with you.

Bill Before Senate

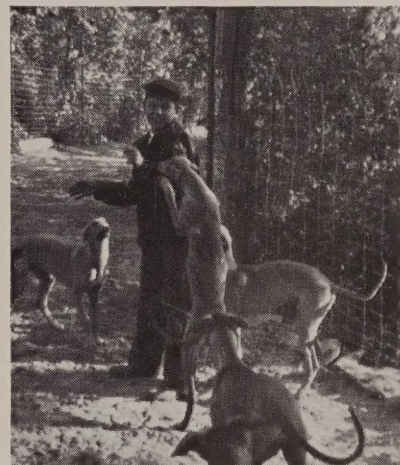
At present benefits are paid under provisions of the 1939 amendments to the Social Security Act. But legislation is now pending before Congress in Washington recommending a 50% increase in benefits. This legislation has passed the House by an overwhelming vote and has been referred to the Senate. This bill is expected to come up again early in 1950.

HOUSE FOR SALE

House with two four-room apts. In Walpole, Main St., Route 1-A. Automatic hot water and oil heat. Call Walpole 1309-J.



"Long life and many more years of happiness!" Mr. and Mrs. Lorenzo Notarangelo celebrate their thirty-third wedding anniversary with a family party. All the young people are their children except the young man at the right, who is their son-in-law. Mr. Notarangelo works at the Rug Border Department of Flooring.



Want some winners? Here is Tony Auretto's son with some of his father's prize greyhounds. Tony, whose regular job is at the Norwood Flooring Plant, has more dogs which also give promise of being winners.

Acknowledgments

Gratefully acknowledging and thanking you for your kind expression of sympathy.

Mr. and Mrs. Thomas Rogers

Mr. and Mrs. George Barton

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

F. A. Bigelow and Family

We acknowledge with grateful appreciation your kind expression of sympathy.

Mr. and Mrs. Frank R. Meyer

Mr. and Mrs. C. A. Meyer

We shall always remember with grateful appreciation the kindness and sympathy you have extended to us in our time of sorrow.

Mrs. Effie Maloof and Family

The family of the late Jeremiah Cullinane wish to thank you for the beautiful flowers which you sent at a time when they were most appreciated.



BIRD NEPONSET REVIEW

December

1949

Vol. 37 No. 12



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.

PAPER MILLS
East Walpole, Mass.

BOX FACTORIES
East Walpole, Mass.

FLOORING PLANT
Norwood, Mass.

ROOFING PLANTS
Norwood, Mass.
Chicago, Ill.
Shreveport, La.

FELT MILLS
Phillipsdale, R. I. Shreveport, La.

INSULATING BOARD PLANT
Phillipsdale, R. I.

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Field Manager, C. A. BOITEAU
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Superintendent, Flooring Plant, R. M. WIGHT
Chief Chemist, B. H. BAILEY

BRANCH OFFICES

New York, Chicago, Shreveport



The Season's Greetings

IN this issue all of us at Bird & Son once again extend to our dealers, customers, and stockholders our warm wishes for a Merry Christmas and a Happy New Year. At the same time we present news about our business — its recent developments and its future prospects.

Our Christmas issue a year ago dealt with the history of Bird & Son and its products. Our readers received it with so much enthusiasm that we are now presenting the Bird & Son picture again from a slightly different angle. In the next few pages we discuss the chief products of each major division of the company, and the significant changes in plant and equipment, in research and in advertising that are part of the Bird & Son program as we step over the threshold of 1950.

Advertising, for example, has returned importantly to the business structure. Our new national advertising program, with chief emphasis on floor covering, is discussed in the following pages. Our plant equipment has been modernized in every division. We are vigorously continuing our program of research and engineering to keep our present products the best in the industry and to develop new products for future business.

Our grateful appreciation goes to you who as employees, distributors, and dealers have handled our products. We especially are grateful to the consumer who by the acceptance of our products makes possible the jobs of all of us. This includes everyone who, in whatever capacity, has played a part in making 1949 another successful year in Bird & Son history.

With an organization of loyal workers, with stockholders who believe in the company in which they are investing their money, with dealers who have complete confidence in the products they are selling, and with customers who know they are getting the highest quality — how, as the expression has it, can we go wrong in 1950?

There have been more prosperous years than 1949. The going was even a bit rough in spots. But we are ending the year well on the right side of the ledger and we shall move on to 1950 with confidence.

May we pause, meanwhile, on the threshold of the New Year and exchange the Season's Greetings. To each of you my hand and a wish for a Merry Christmas!

President

Since 1795





The Bird line of Floor Covering Products. Bird Linoleum and several popular patterns of Armorlite are displayed in the center. At the left is Bird Counter Cover and Bird Rubberlike Runner. At the right is more Rubberlike and Bird Rug Border.

Floor Covering Division

ACKNOWLEDGED as the best in the industry, bar none, Bird Armorlite Floor Covering will head the procession of Bird quality floorings in 1950. This product has reached its enviable position through continuing improvements in quality and design carried on for nearly forty years in the Bird plants and laboratories at Norwood, Massachusetts.

Bird Armorlite, fine as it is, doesn't in itself furnish the complete line of hard-surface floor coverings demanded by Mr. and Mrs. America today. Supplementing Armorlite and close behind it in popularity and sales volume follow a procession of other Bird products to complete the line.

Linoleum

Bird linoleum in standard and light-weight gauges for every home use, Bird Linoleum Tile—new this year—and Bird Linoleum Duotone Tile, newest of all and exclusive with Bird, constitute the linoleum line.

Counter Cover

Bird Counter Cover is new this year, too. It comes in three popular colors, red, black and green, to brighten the counters of any housewife's kitchen and lighten her work. It is made on the same dependable machine that has for years turned out another Bird product—Rug Border. Rug Border, made in a separate department of the Norwood plant, and quality-controlled from start to finish, has long set the pace in its field. Bird Counter Cover now is being manufactured by the same process, with an improved high gloss finish and long-wearing qualities. It is just as good as it looks, and it furnishes another Bird exclusive product for Bird distributors and dealers.

Rubberlike Runner

Bird Rubberlike Runner—so like rubber you'd think it *is* rubber—fills

the demand for a sturdy flooring for passageways and heavy traffic areas in industrial buildings, schools and other places where floors take a beating. There is no doubt of its quality. It has many times proven that it can withstand the toughest of traffic.

Special Felts

Rounding out the Bird flooring lines are four types of dry and saturated felts made especially to suit all types of flooring installations. The success of most permanently-laid hard surface floors depends not only on the quality of the surface material but quite as much on the quality of the felt beneath. These Bird felts are designed by men whose business it is to know the needs of the felt base industry and to build the products to meet those needs. Felt making experience since 1907 has produced these top quality Bird felts, each specially designed for its particular purpose.

Equipment

You can't produce top quality without the equipment and the know-how. Ever since war-time restrictions were lifted, a program of modernization has been followed at the Norwood Flooring Plant right down to today. A little more than a year ago very extensive improvements were made in two major departments—the Undercoat and the Linoleum. Less spectacular, but none-the-less important, improvements in manufacturing techniques have been made all along the line. More are planned for 1950 and for every future year to provide the best equipment money can buy.

Know - How

But equipment alone is not the answer. The know-how of those who operate is even more important. The Norwood Flooring Plant, like every other Bird plant, is manned by fellows who know their jobs. It takes years to learn the skills of all the operations in a flooring plant—paint making and tinting, proper saturation and undercoating, block cutting and print machine skills, to name only a few. Bird production men do know the answers. Every print machine tender, for instance, has had at least fifteen years with the company. Many have had twenty-five years and more. Such experience in Bird manufacturing techniques, gained by years on the job, can't be ignored. Bird engineers and mechanics, chemists and technicians, right up to the plant superintendent himself can boast of similar long service records. All this is mighty important when you are producing top quality.

Design

Important as these built-in qualities of good production are, they don't sell Bird rugs and floors to the housewife unless the design is right. Bird & Son takes care of this important point, too. A recent consumer survey by a national magazine indicated that 98% of the purchases of carpets and rugs were finally influenced by women. The lady shopping in the department, floor covering or furniture store has definite ideas about what she wants. All the quality in the world won't convince her if the patterns and the colors don't catch her eye. That's why sales executives and design specialists in the Bird

organization conduct continuous tests of the market to make sure that every rug, every yard goods pattern is right.

Recently the textured effects obtained from wool rugs have been achieved very expertly by improved design techniques. The range of color and tone has been tremendously increased during the past few years. Bird has been a leader in these developments. Many of the more than one thousand salesmen in the group of distributors selling Bird products throughout the country have participated in design meetings, and have voiced their feelings about our pattern program. This proximity to the men who sell to retailers provides constant, pointed pattern criticism and keeps our line alive and vital.

Current and long-range trends are studied carefully. Colors of drapery materials, wall papers, and upholsteries, wall paints and even kitchen utensils are watched and checked. Every Bird pattern, every flooring color combination is keyed to the latest in fashion trends for the thousands of housewives—and husbands—who know the attractiveness and satisfaction of harmonious patterns and colors. Year by year, season by season, and sometimes even month by month, Bird sales researchers find out what the public wants and then

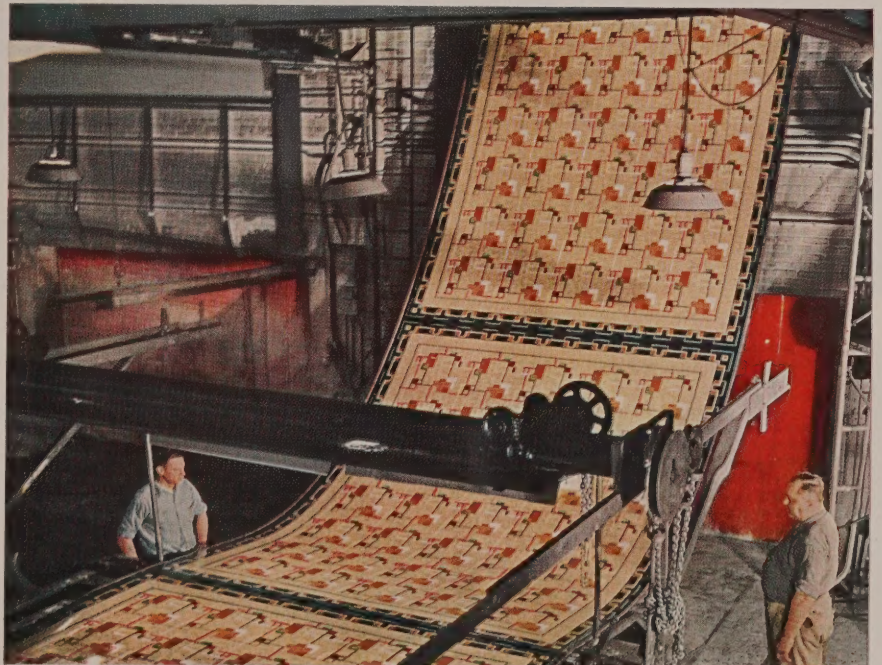
recommend the changes in design or color to keep the Bird flooring line up to the minute.

Sales policies like these, coupled with manufacturing skill, will give those who handle the Bird line a real selling advantage in 1950. Products that really sell are the ones every wide-awake dealer wants and needs in his line. They are also the ones that spell steady employment for the men on the production line. Bird has such products for 1950.



Bird Duotone Linoleum Tile—a Bird patented product, easy to lay and very durable.

Bird Armorlite leaving the end of one of the print machines and entering an oven. The material is fed into the oven in long sheets. Here it is baked under high temperatures and at the end of the baking period is removed from the oven, ready for final inspection, packaging and shipping.



Building Products Division

IT'S the best selling product you've put in my hands since you brought out the Thick Butt Shingle."

"It is helping my sales in a big way."

These, and many other complimentary statements like them, have been pouring in from roofing dealers all over the country. They are talking, of course, about The Architect, Bird's newest and finest quality shingle — something no other asphalt roofing manufacturer can touch today.

The Architect is the latest and certainly one of the finest products in a very complete line of Bird quality roofings and

BIRD MASTER-BILT WEATHER-TEX SHINGLES
in two popular blends



sidings. Name any type of asphalt roofing or siding that is meeting public approval today and you will find it in the Bird line. That means a lot to a dealer who serves simultaneously the home owner, the factory owner and the farmer.

What makes The Architect so outstandingly different? It's a heavy weight, top quality shingle right straight through. It's made on a heavy weight felt. This permits greater saturation and a heavier coating. Then on the exposed surface is applied the famous Bird double-armored thick butt construction with distinctive Bird coarse granules for greater beauty. You just can't beat it for quality today!

Complete Line

Bird building products have never pinned their reputation on one or two products alone. The whole line stands the test, too.

There are 19" Paroid and Proslate — Bird exclusives for a number of years that give greater protection and more roof anchorage for farm buildings and warehouses.

There is Neponset Black Vapor Barrier, a completely waterproofed vapor barrier, and the best in its field.

Insulated Sidings

There is the Bird line of Insulated Sidings in Stone Design, in the new Tecton Bric Design, and in the popular Shingle Design which Bird originated less than two years ago and

which still is a top-notch item. The new Tecton effect in Bric and Stone has revitalized the Insulated Siding business, especially in Chicago and other midwestern areas.

Shake Siding, also new this year, resembles the sturdy hand-hewn shingle of Colonial times. Although Bird is not the only manufacturer of this kind of siding, the Bird product is the only one of this type which has a tight weatherproof corner piece made of the same material as the siding.

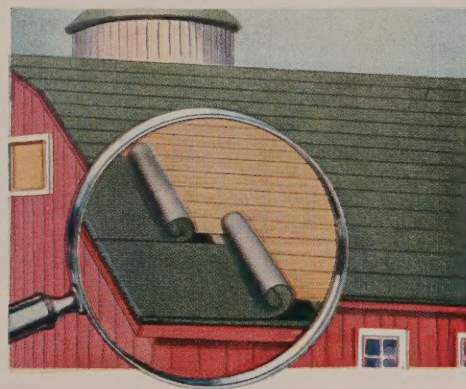
Master - Bilt Shingles

Like Bird Armorlite in the flooring line, Bird Master-Bilt Shingles are the standard and the most in demand of all Bird roofing products. They are second to none. They are engineered to give ideal protection and wear for Mr. and Mrs. America's home. All the years of Bird roofing manufacturing experience are reflected in their high quality. No wonder Bird factories could not make them fast enough during many months in 1949.

New Equipment

Bird roofing plants in Norwood, Chicago and Shreveport have not failed to keep pace with the times. A program was started soon after the end of the war to rebuild and replace equipment. "Good enough" machinery in war time, when metal was scarce and new equipment impossible to obtain, is not good enough for 1949 and 1950 peace time production. Each Bird roofing plant is being modernized and geared for efficient production. The major improvement in 1949 took place at the Norwood plant where work space was considerably expanded to make room for the modernization of the No. 9 Machine. This machine could formerly produce only roll roofings; now it is rebuilt to make shingles as well, thus permitting more flexible production schedules for better service to Bird customers. Most important improvement scheduled for 1950 is the complete rebuilding of the Chicago roofing machine. Before next year is half over this major change-over will be completed and Chicago likewise will have up-to-the-minute equipment for better service.

The men who operate Bird roofing machines and who maintain them in good working condition are men who know their jobs. Manufacturing techniques, developed and improved year by year since Bird started making roofing in 1894, are now paying off. Bird



Other BIRD Building Products include: Top — Insulated Stone Siding. Center — BIRD Proslate Roll Roofing and Quick-Set Cement, two quality products that together have given maximum roof protection to farm buildings for years. Below — Roll roofing application on a barn.

plants are all set for peak performance in 1950.

The Bird building products line is a complete line and a quality line, designed for the pocketbooks and tastes of the American public today, and *that* helps build good business for those who make and sell Bird Building Products.

Left: BIRD Insulated Shingle Siding in Birch Gray.





Paper and Felt Division

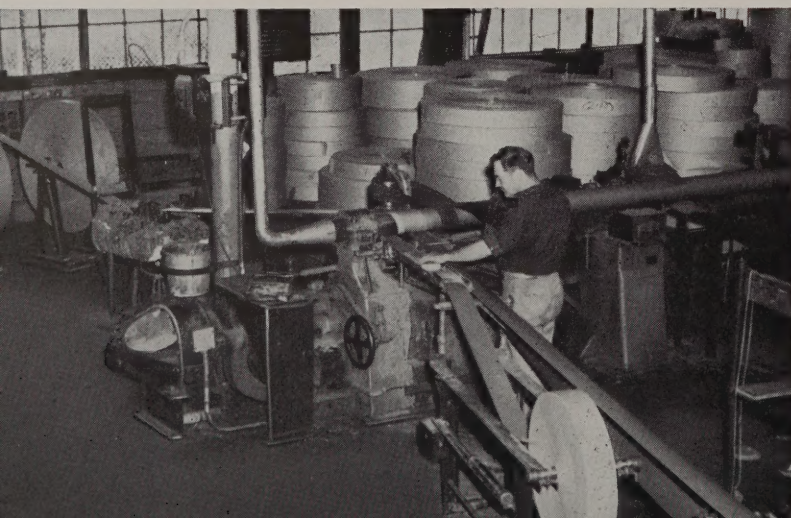


THERE is one division of Bird & Son that operates almost on a job shop basis like a machine shop. That's the Paper Division where a tremendous volume of Corrugated and Solid Fibre Boxes, Cartons, miscellaneous containers and paper specialties are produced each year. Although there are many standard sizes and weights of Bird boxes, the company can turn out almost any sort of a shipping container for any sort of a product, according to an individual customer's needs.

Bird & Son can give unusual service in this connection because all of its operations are carried on under one roof, from the making of the paper to the combining of the box board to the printing and fabricating operations—the only company in New England with completely integrated paper and box making operations.

For the ordinary shipments of canned goods, machine parts, or

One of Bird & Son's largest customers of paper for spiral tubes is Bird & Son. Here, tubes are being made for the packaging of Bird rugs at the Norwood Flooring Plant. Rolls of tube paper can be seen back of the machines.



Just above: Bird Tack Boxes have been a standard Bird quality item for many years.

Top of page: Soap, steam irons and cranberries typify many of the products carried the world over in Bird shipping containers.

dry goods, Bird Corrugated Box Board is the standard. For more rugged duty or for carrying heavier products, there is Bird Solid Fibre.

For packages which will be exposed to unusual weather conditions before arriving at their destination, Bird Weatherproof Solid Fibre will do the job. This is the same special board that was used so extensively in war days when overseas shipments of vital military supplies had to get through in perfect usable condition. This board is so waterproofed that packages can sit for days on a dock exposed to the weather. At many times of invasion when the troops went overboard in a surprise landing, Bird cases went overboard too, and floated in the water sometimes for as long as forty-eight hours before being picked up. It takes a perfectly constructed case with careful control of all materials used to do that!

For very heavy material, or for shipments where exceptional protection against compression is desired, Bird Cleated Fibre cases made with either Solid Fibre or Corrugated board, fill the bill. The cranberry box shown on the opposite page is a good example.

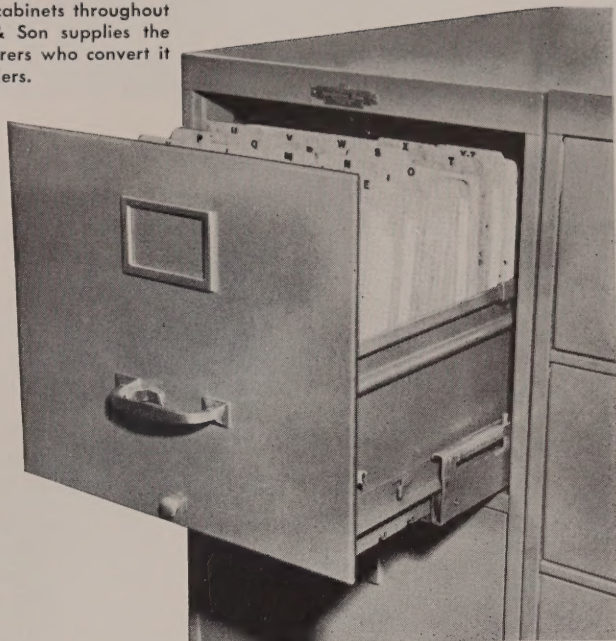
Bird Cartons for shoes are sold by a separate sales department under the Paper Division. These sturdy box blanks, like other Bird paper products, are made from start to finish in the Bird factories at East Walpole. Quality is controlled every step of the way. Colors or combinations of colors accurately matched through careful printing operations provide an attractive and identical appearance on the retail store shelves. This appearance promotes the sale of footwear and is just as important to the shoe manufacturer as having a reinforced box which will carry the shoes safely to the dealer's store. Bird Cartons have style, eye appeal and rugged construction.

Heading up a long list of Bird Special Papers are Index Pressboard for filing cabinets and Bird Tack Boxes. Pressboard has been made and sold for nearly fifty years and is still provided in large quantities to many of the largest manufacturers of office supplies.

The Bird Black Tack Box has been on the market for a great many years; in fact, Bird & Son was one of the pioneers in developing this essential item for the shelves of hardware stores. In recent years, Bird Tack Boxes have also been supplied in color, like those illustrated on the opposite page.

(Continued on page 13)

Bird Index Pressboard is found in thousands of filing cabinets throughout the country. Bird & Son supplies the board to manufacturers who convert it into guides and folders.



Bird quality cartons for shoes.

Blooms like these reach the market earlier and bring a better price to the florist when grown in Bird Vita-Bands. Bird Vita-Bands are designed especially for greenhouse men and market gardeners who must produce top quality for an early market.



They All Play a Part in Building Good Business for Those Who Make and Sell Bird Quality Production.

AN important feature of the Bird & Son campaign to get more business is the national magazine advertising campaign now in progress for the Floor Covering Division. It's scarcely news, since four full page advertisements have appeared in *LIFE* for the last four months, and half pages or two-thirds pages in six other national publications. But it's an important fact, just the same. You've all seen the ads — and so have thousands of American home makers who have requested the Color Schemer booklet from dealers and the Bird Sales Promotion Department. Potential customers the country over are aware of the Bird line of floor coverings as never before. And this winter or next spring when families in Ohio or Oregon or Maine "do over" the kitchen or the bedroom or the dining room, these national advertisements will influence them to ask for Bird rugs and make their selections from the colorful and complete line of Bird floor coverings and linoleums.

Telling the Public

Part of the security of the jobs at Bird & Son is based on what the company is doing to make Bird products better known. This is the job of advertising and sales promotion. Advertising covers regular space ads in consumer magazines, trade papers, direct mail letters — any direct attempt to present our story by other than personal presentation.

Sales promotion is an overlapping ally of advertising and the term normally covers any additional efforts to make the selling job easier for the sales force. Included in this are display materials, circulars, samples, pattern books, color catalogs, wrappers, labels, and other items used by the store or dealer to influence the customer to "buy Bird."

What is done in the various divisions of the company depends on what the sales job calls for. Our largest effort at the present time is being put forth in

the Flooring Division. The strong national magazine campaign already mentioned is now in progress: full pages in *LIFE*; half pages in the *LADIES' HOME JOURNAL*, *SATURDAY EVENING POST*, *COUNTRY GENTLEMAN*, *PROGRESSIVE FARMER*; and two-thirds pages in *HOUSEHOLD* and *SUCCESSFUL FARMING*. These ads made over 79,000,000 consumer contacts for Bird this fall. A similar program is proposed for 1950.

Other Aids

This advertising in itself is not enough. With it go such sales promotional aids as mounted ad reprints, special dealer display units for showing actual flooring materials, the Color Schemer — a Bird home decoration booklet for consumers — a dealer display and local advertising guide, the Bird flooring movie, Bird interior display signs and letters, plus numerous other sales aids for the Bird salesman, distributor salesman, and dealer. All of these items have no other purpose than to make the advertising do a better job in helping the sales department sell a steady stream of Bird products.

Selling Roofing

In the Roofing Division, the two biggest sales aids are samples and consumer literature descriptive of our various products. A number of types of promotion are used as new products are introduced. The Bird Architect Shingle which made its debut early this year was promoted strongly by mailings to architects, dealers, contractors, and homeowners. A complete program was inaugurated this fall to present the specially designed farm products made by the Chicago Plant. It included window posters, broadsides for mailing, post cards, a consumer booklet and a dealer meeting presentation for our salesmen.

Promoting Paper Products

The Paper Products Division manufactures such a variety of materials that

several sales promotion techniques are needed. These range from box samples through selling bulletins, complimentary specification books for buyers, trade advertising in the *NEW ENGLAND PURCHASING AGENTS MAGAZINE*, some point-of-sale displays for special papers, to a complete program of ads, ad reprints and promotional materials in the case of the Horticultural Department.

Advertising and sales promotion effort is an investment in good will and future business just as surely as is research to develop new products. Bird workers are personally part of this effort. Your friends and neighbors may know nothing more of Bird & Son than that you work here. Whether or not they think well of Bird products and want to buy them can well depend on whether or not you "sell" the company to them favorably. Sales promotion is more than the work of one division in the company. It really is up to all of us, working affirmatively together to further the sale of Bird products.

Research

Research — the seeking out of new products and new uses for present products — is as important to a business as an alert mind is to an individual. When a person stops thinking, closes his mind to new ideas and better ways of doing his job, he is all through. Exactly the same is true of a business.

That's why Bird & Son has a wide-awake staff of chemists in a special Research Laboratory working all the time on long-range projects, some of which will be the featured Bird products of 1955 or 1960. That's why each Bird plant has its development laboratory where the quality of the products in process is checked and rechecked. In these plant laboratories, too, our present products are constantly being developed and improved. Only in that way can a company keep in the swim. Without a research and development program Bird & Son would not have today its Thick Butt Shingle, its Armormite enamel surface, its Weatherproof Fibre Boxes, its Weather-Tex and Shingle Designs in shingles and sidings.

Improvement

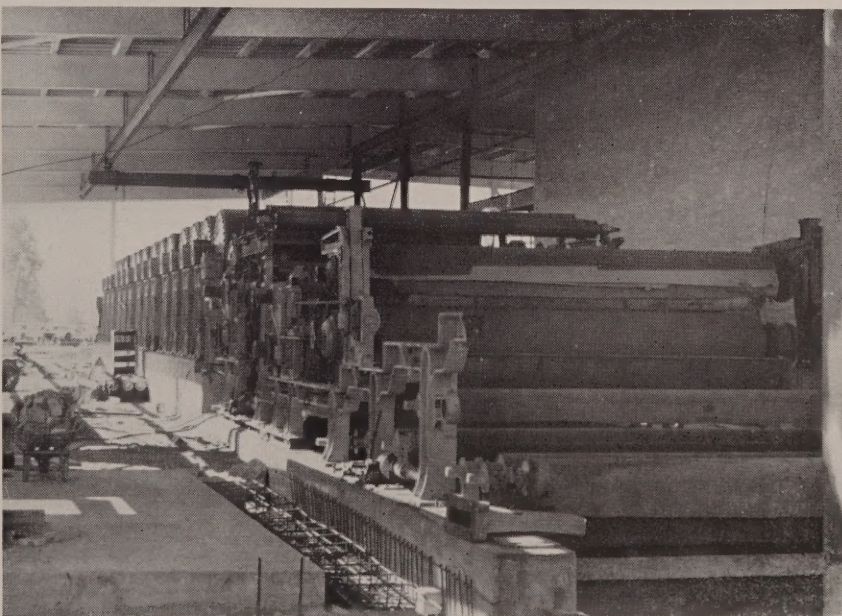
When the company has a product which is beyond the experimental stage and is ready to go places, a special department of the Research Division sometimes takes over to introduce the product to the public. This is especially true of products which do not constitute a part of the present regular line in paper, roofing or flooring. Such a product is Bird Tie Pads. This new product is now being introduced to railroads all over the country. Tie pads of strong, heavy Bird impregnated fabrics are used under the steel plate that holds the rail on the wooden tie. This is the point of greatest wear. Bird Tie Pads eliminate this wear, keep water from getting under the steel plate and weakening and rotting the wood. Tie Pads are already being sold in some volume. They fill a real need and promise a bright future, saving railroads millions of dollars in replacement and maintenance costs.

Plant Improvement

Good products, good plans for the future will continue to thrive only so long as the company makes sure its plant equipment is up to date, too. That's the reason Bird & Son has spent several millions of dollars in new buildings and machinery since 1945. Some of these projects have already been mentioned on previous pages. Outstanding in the year 1949 have been the major changes at the Norwood Roofing Plant, a \$1,500,000 addition to the East Walpole Power Plant, and an entirely new felt mill at Shreveport. All of these, and other major improvements now in the blue print stage, have only one justification — that of providing up to date equipment to keep Bird & Son in the position where it can meet the tough and increasing competition of today and next year. The Bird program of expansion and improvement is a forward-looking program. Those in top management are thinking of good business right now — yes, and good business five, ten years from now, too. That's important both for the men in Bird plants and offices and for the thousands of other men from East Coast to West who sell and use Bird products.



The new addition to the Power Plant in East Walpole is progressing fast.



A section of the new Felt Machine at the Shreveport Plant. This was installed before the building was fully enclosed. By the time you read this, the machine will be in operation.



The Waterloo Plant of Berry Asphalt Company.



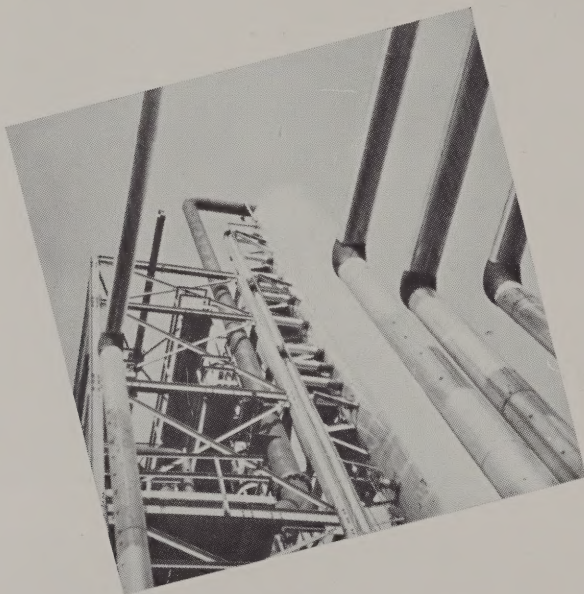
Asphalt for road construction is one of the Berry Asphalt Company's important products.

Berry Asphalt Co.

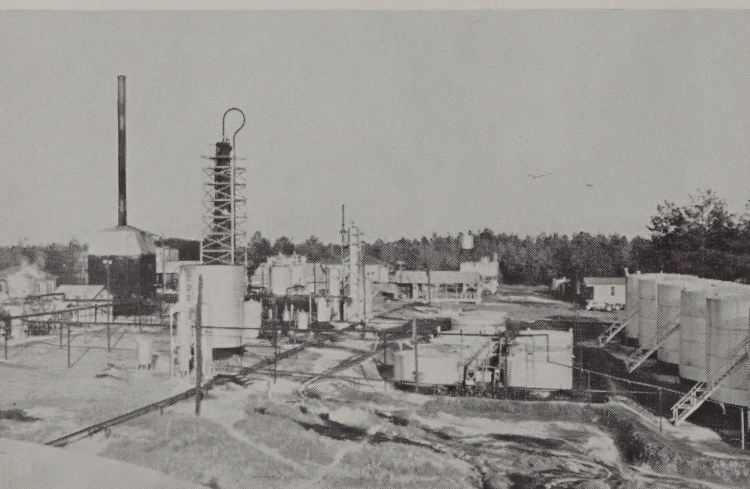
DIESEL fuel, motor oils and neutral stocks of oil for re-processing into lubricants, asphalt flux, asphalts for road construction, paving cements for city streets, ethyl and regular gasoline, and naphtha—these are only a partial list of the many important products turned out by the Waterloo and Stephens Plants of Berry Asphalt Company in Arkansas.

The year 1949 has been a year of readjustment for the petroleum industry and therefore, a year of readjustment also for this wholly-owned subsidiary of Bird & Son—the Berry Asphalt Company with offices in Magnolia, Arkansas and plants in the nearby communities of Waterloo and Stephens. Beginning late in 1948, the petroleum industry and particularly the inland refineries experienced violent changes from a shortage of all petroleum products to a surplus of all these products except gasoline. This in turn meant violent price changes in finished products and a general demand for higher quality products. The picture suddenly changed from a seller's market to a buyer's market. During this same time the price of crude oil, from which these products were made, changed very little;

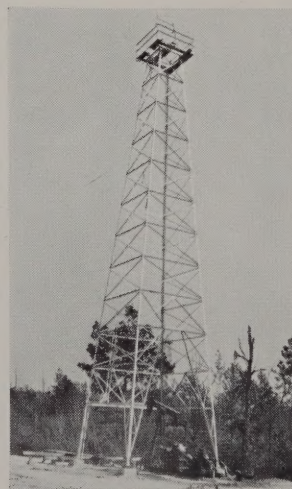
(Continued on page 22)



New equipment at the Waterloo Plant for better production and better quality.



The Stephens Plant of Berry Asphalt Company.



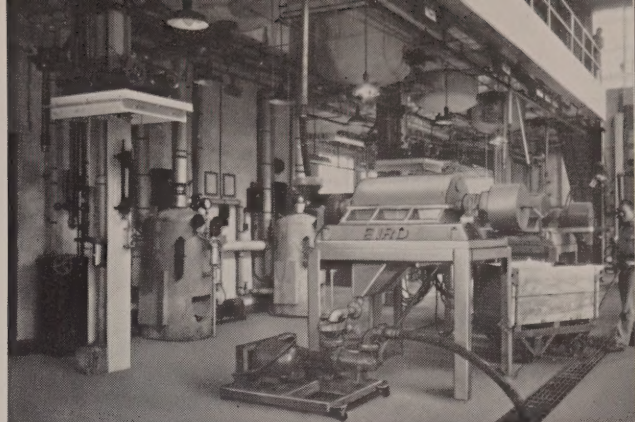
Derrick and pumping unit at Waterloo.



Electric oil treaters and fractionating tower at the Stephens Refinery.



The new Bird Machine Company Research and Development Center at South Walpole, Massachusetts.



Two Bird centrifugal filters on a test run at the Research and Development Center.

Bird Machine Co.

BIRD Machine Company of South Walpole points to its new Research and Development Center as convincing concrete evidence of the scope and importance of Bird Machinery's contributions to industry. This completely equipped, competently staffed plant is already proving of inestimable value to the users of Bird Machinery, for it enables them to determine in advance just what the desired equipment will do, how much it will improve their products and how much money it will save them.

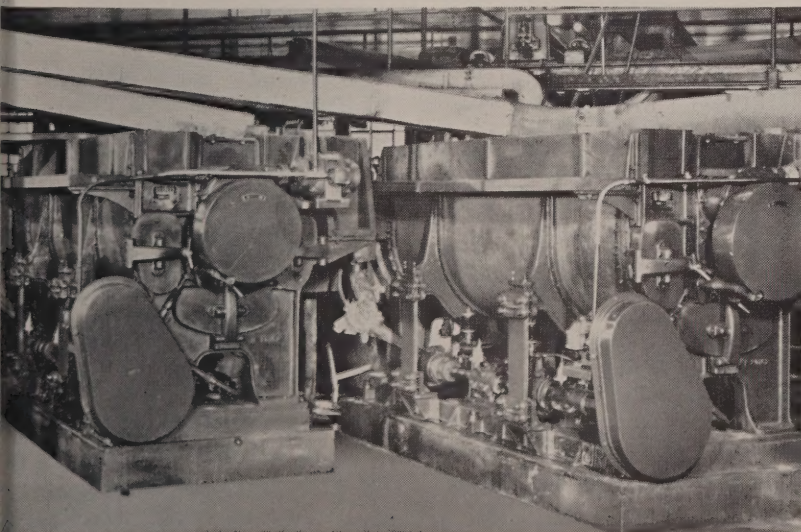
The following account of the activities of an average citizen gives some idea of the desirable diversification that has been attained in the development of Bird Machinery and of the extent to which it is depended upon by the manufacturing industries throughout the length and breadth of the land.

Perhaps the first act of John Q. Public on awakening is to reach for a cigarette. The clean, white, even burning flax paper tube surrounding his favorite tobacco depends on Bird Screens and other Bird Machinery for its quality production in immense quantity at low cost. The tobacco itself was treated

(Continued on page 23)



This big battery of Dirtacs takes the dirt out of 3500 gallons of paper stock per minute. These machines are among the most ingenious and effective means ever devised for separating dirt specks from paper stock.



Better than 80% of all paper made in North America passes through Bird Screens. Here are two of the fifty-three Bird Screens now operating in paper board mills in Monroe, Michigan alone!



A portion of the up to the minute analytical laboratory on the upper floor of the new Research and Development Center.

Field Managers



Stanley Blackmer



Claude A. Boiteau



Richard T. Murphy



Timothy J. Sullivan

FOUR veterans of Bird Flooring Sales Division are now acting in the capacity of Field Managers. They are Stanley Blackmer, Claude A. Boiteau, Richard T. Murphy, and Timothy J. Sullivan.

Stanley Blackmer

Mr. Blackmer's field takes in a large part of the southern section of the country. The following salesmen come within his field:

R. F. Allen
H. W. Cartwright
A. L. Disher
L. E. Erickson
R. I. Holcomb
F. W. Jakel
J. S. Walsh

Mr. Blackmer's headquarters are in Atlanta, Georgia.

Stanley Blackmer came to work for Bird & Son, inc. in 1927, two years after graduation from Bowdoin College. For a while he worked as a sales correspondent in the Office and was later transferred to an outside territory as a salesman. In 1943 he came back into the Office as Sales Service Manager in the Flooring Sales Department.

For many years Mr. Blackmer, his wife, and three children lived in Norwood, Massachusetts.

Claude A. Boiteau

Mr. Boiteau's field consists of a group of special accounts rather than a geographical section of the country. This list of accounts includes the following:

Gamble-Skogmo, Inc.
Coast to Coast Stores, Inc.
Western Auto Stores
Sears Roebuck & Company
Spiegel, Inc.

Mr. Boiteau came to work for Bird & Son, inc. in 1930 and up to the time of his recent appointment as Field Manager acted as an outside salesman in several different territories.

Mr. Boiteau, his wife and one child live in Minneapolis, Minnesota. Minneapolis will continue to be his headquarters for the immediate future.

Richard T. Murphy

Mr. Murphy's field takes in a large part of the northeastern section of the country. The following salesmen come within Mr. Murphy's field:

Paul DeChellis
R. W. Graffam
M. Kareken
V. P. Leavel, Jr.
A. J. LeBlanc
I. C. Post

Mr. Murphy's headquarters are in Boston, Massachusetts.

Mr. Murphy started to work for Bird & Son, inc. in the Flooring Sales Department in 1923 after graduation from Harvard College. He spent several years as a territory salesman working in various sections of New York State. Later Mr. Murphy became a District Manager.

Mr. Murphy, his wife and two children live in Boston.

Timothy J. Sullivan

Mr. Sullivan's field takes in a large section of the central midwestern section of the country. The following salesmen come within Mr. Sullivan's field:

B. V. Johnson
P. H. Martin
R. P. Merrill
Eugene F. Murphy
John C. O'Leary
R. D. Pohl
W. H. Tyson

Mr. Sullivan came to work for Bird & Son in 1939 as a salesman in the Flooring Sales Department. Up to the time of his recent appointment as Field Manager his territory consisted of the states of Georgia, Florida and Alabama.

Mr. and Mrs. Sullivan now live in a suburb of Chicago. Chicago is Mr. Sullivan's headquarters.

Paper Division

(Concluded)

Bird & Son itself is one of its largest customers of another item — Tube Paper for spiral tube making machines. The East Walpole mills supply large quantities of this special paper to the Norwood Flooring Plant for making the tubes in which Bird rugs are shipped. Tube Paper is also supplied by Bird & Son to all the principal spiral tube manufacturers in New England.

Other special papers in the line include Filter Papers for industrial filtration, Base Wad which is used in the manufacture of shotgun shells, corrugating medium and lined boards, to mention only a few. In fact, the Special Papers Division is just what its name implies. It is set up to give special service on tailor-made products, either new paper for new uses or better paper for old uses. New markets are constantly being investigated, and it is quite likely that before 1950 is over at least one important new Bird special paper product will have become part of the regular line.

Horticultural Line

Bird Paper Flower Pots for selling and shipping young plants from greenhouses and nurseries have been standard on the market for many, many years. Almost everyone who has bought plants from a greenhouse is familiar with the Bird Red Paper Pot which carries young plants safely through the mails and serves as a temporary pot until the plants are set out. The 1950 line of Horticultural products still carries the Neponset Red Flower Pot as one of its principal items. To the line, however, have been added Vita Band Plant Bands — individual square bands which have been impregnated with fertilizer. Greenhouses and market gardeners now use this item in large quantities. Seedlings started in these bands mature fast. Transplant shock is eliminated and the plants, getting off to a good start, give a greater yield of vegetables or larger flower blooms. This sometimes means the difference between success and failure to the market gardener or the greenhouse operator. Bird Vita Bands help him get his product to the market earlier so it can be sold at a premium price.

Newest of all products in the Horticultural line is the Vita Pot, used for growing and shipping certain kinds of



The group which helped Director of Research Frank Reynolds celebrate his 25th Bird & Son Anniversary. Seated, left to right: Ralph Wight, John Crowe, Daniel Adams; guest of honor, Frank Reynolds; Axel Anderson, Eli Chamberlain, Ralph Wilkins. Standing: Samuel Trepp, Herbert Chamberlain, John Burke, Hermon Barker, Benjamin Rogers, Donald Frazier, Creighton Hill, William Wright, Wesley Ahlgren, Eugene Sawyer, Howard Hanna.

Honored at Luncheon on Twenty-Fifth Anniversary

AT an informal luncheon at the Lafayette House on November 3, Director of Research Frank Reynolds received the congratulations of his Bird & Son associates and friends. That day was Frank's twenty-fifth Bird & Son anniversary.

Individually and personally all of those present congratulated Mr. Reynolds on his years of service and progress in the company. The only "speech" of the day was in the form of brief remarks from President A. H. Anderson as he expressed the sentiments of the group and presented Frank with a handsome traveling bag — a gift from

those present. Mr. Reynolds was obviously very much pleased, judging by his enthusiastic "thank you".

In charge of arrangements for the luncheon were Samuel Trepp and John Crowe of the Research Department. Those present, in addition to Mr. Reynolds and Mr. Anderson, included: Samuel Trepp, John Crowe, Daniel Adams, Ralph Wight, Eli Chamberlain, Ralph Wilkins, Eugene Sawyer, Herbert Chamberlain, John Burke, Hermon Barker, Benjamin Rogers, Donald Frazier, Creighton Hill, William Wright, Wesley Ahlgren and Howard Hanna.

plants. Here again, a special fertilizing ingredient impregnated into the pot gives the plants that extra boost to make the larger and earlier blooms that every commercial plant grower wants.

In addition to the familiar Red Flower Pot for shipping, Bird also provides a Tom Thumb Flat. This is a sales container holding one dozen Vita Bands, and greenhouses like it for selling a packaged product — such as a dozen tomato plants or flowering annuals which have been grown in Vita Bands.

Included as part of the paper business is production of huge quantities of

Bird Felt. A mill in Phillipsdale, Rhode Island has produced felt for our Norwood, Chicago, and Shreveport operations since 1907. Bird Felt is also sold to other users when available. More of it will be available in 1950 because by the time this is in print, Bird & Son's newest plant will be in operation — the new Felt Mill at Shreveport. Production from this plant will supply the Shreveport Mill and the felt market generally in that area. This means that larger supplies of felt from the Phillipsdale Plant will be available for increased production at the Norwood Roofing and Flooring plants.

Milling Around

MAIN OFFICE AND SALES

JULIA SMITH
SABINA COSTELLO
LOUISA GRAHAM

DOROTHY McELENNEY
JULIA LEWIS
WILLIAM GRAZADO



Mr. and Mrs. J. Robert Anderson are mighty proud of the newest member of the Anderson family, Paul Robert. Bob works in the East Walpole Accounting Department and Mrs. Bob — Olive — used to work in the same department several years ago.

Marion Tolman of Cost Accounting has joined the Volunteer Fire Department of Islington. Smelling smoke in her home the other evening, Marion looked and found live coals and ashes from the furnace going in great style where no coals and glowing ashes should be. So she put out the fire all by herself. We all feel Marion should have a medal of some sort for this.

Russell J. Bayley is welcomed to the Sales Promotion Department. He has the intriguing address of 1 Timber Lane, Natick.

Warren Anderson is back on his feet again after a bout with a particularly nasty bug that at one point made his temperature soar to 105° F.

Albert Hargreaves has returned from his vacation with new son David started off on the right foot.

Some extra-curricular bowling has been under way by the Mail Room personnel. So far, Dick Manson is high man with the staggering total of 241 for three strings. Mary B. has an amazing pinfall of 238, also for three strings, while Donald Dyer is just low man. Anyone interested in topping these terrific averages may compete at the local Bowladrome any Tuesday at high noon.

John Murphy of Industrial Engineering has taken on added domestic responsibilities with the arrival of a new daughter, Jean, on Hallowe'en. The Murphys already have a boy and another little girl.

Margaret (Peg) Delaney has returned from her vacation, broke she says, but we suspect she has a closetful of clothes to show for it.

Isabel MacLeod has very taking ways. The other night she got home from a party and found she had walked off with her hostess's coat.

Edith Nixon Oblachinski, before she stopped work to be a full-time housewife, was taken to dinner at the Meadows by a group of girls from the Office. Later, flowers and a purse of money were presented to her by her Office friends with their best wishes when she left on the first of November.

We are glad to report that Pauline Penza is coming along well after her session at the hospital.

Frank Fisher, retired Safety man, has been having his house done over this summer so that now it looks as slick as a whistle — as if it ever looked any other way. Frank says, "I have been spending lots of money when I should be saving it for when I am an old man." Frank is only in his 76th year, but he thinks it is time he should be looking out for the future.

J. J. Dowling enjoyed the last of his vacation, spending it right around Norfolk County.

PAPER MILLS

THOMAS FLOOD
EDWARD GERAGHTY
FRANK NYBORN
GEORGE LAMORE
EDWARD WISNIEWSKI

PETER GLEBUS
DOMENIC MCKENZIE
JACK HOLLIDAY
CAROLYN DELANEY
NINETTE PETRONI
EDWARD POWER

Edward Malinosky is the proud father of twins, Deborah Ann and Dianne Marie, born on Columbus Day. Mr. and Mrs. Malinosky live in Stoughton and have two other children.

Visitors from TAPPI on November 3rd were interested in seeing the new construction of boiler and turbine rooms and inspected No. 4 and 5 Paper Machines. Late in the day though it was, they also got to see the Solid Fibre and Corrugated Combiners at No. 1 Box Shop. See elsewhere in this issue for more news of the TAPPI visit.

We extend our sympathy to Dick Sprague in the recent loss of his brother.

Preston Bethel, Electrician, wired John Folan's oil burner. Now every time the burner goes on, John says the doorbell rings.

Bill Swinnerton, Donald Brennan, Ed Welch and Joe Emerson said, "Oh, a-hunting we will go." They traveled to Jackman, Maine, had a good time, but came back reporting "No Dear."

Wilbur Fay, at the time of this writing, is on his merry (annual) way to hunt in the wilds of Maine also.

There's no end to the number of hunters in Maintenance. John Bandonis took his wife along to cook for him. That was just in case he didn't bag a deer.

John Linnehan attended a class reunion recently. The hour at which he got home, we understand, may or may not have reminded him of the good old school days.

For your information, girls, we have one of the best ballroom dancers in these parts now working in Maintenance. He is none other than Joe Keefe, and is he handsome!

Helen Shimsky had an enjoyable trip through to Niagara Falls, Detroit, Michigan, Ohio, Pennsylvania and New York.

Oscar Carlson has been busy putting an additional room onto his house.

NO. 1 BOX SHOP

JOHN P. WALSH
RAMONA CHICOINE
CATHERINE BELLEW

LORRAINE OLSON
EDWARD PADUCK
HENRY JOHNSON

John Cooke is the owner of a new television set and is justly proud of it. Anyone who wants to see the fights, come down to see John at the Combiners and ask him to save you a seat.

Gus Hogan went on a diet and after two weeks instead of dropping a few pounds, he gained four. Some diet.

Nick Silletti, one of our new workers, has been out sick. We hope he will be with us again very soon.

Until late fall Henry Johnson could still be found quahogging down at Wareham. Nothing like a good quahog chowder!

Among those tramping the woods this fall, gun in hand, was Henry Meyer, who went out after partridge and pheasant.



Only three months old and he weighs 17½ pounds! Bruce Curtis Bader is his name, and he was born June 15th to Mr. and Mrs. Moses Bader of Norwood. "Moe" works at the East Walpole Drafting Room.

At the start of the baseball season we had some Red Sox fans in the Combining Dept. They are now American League fans. We told you the first of the season that the Sox weren't good enough!

Herman Lauble couldn't get his car started one day last week and had to leave it in the parking lot overnight. Hint to Herman: put out your lights next time you park the car.

Louise Stanke has a beautiful 1949 Chevrolet.

Ed Ross showed up from his vacation last week, not only on time, but with a new Mercury club coupe.

Among our young hunters we have Larry Disnard and Jim Long. They have been going out every morning, but as yet have no hits.

We have two house builders — Pat Silvestri, who is building his home down on Ellis Avenue, and Joe Porazzo, who is building on Dean Street. Both houses are in Norwood.

Congratulations to Jimmy Long on the new arrival at his home.

Larry Hassler is now driving a newly acquired Ford.

Nora Feeney was out for a while this fall because of her mother's illness.

Since we missed the last issue of the Review, we now take this opportunity of extending our sympathy to F. R. Meyer on the loss of his father in October.

NO. 2 BOX SHOP

ELNA GOTTBORG
A. D. SMITH

JOHN McGRATH
BERTA WHITE
BARBARA COYNE

We had a short visit from an old friend the other day. Arthur Sprague, retired, dropped in to say hello.

Charlie Ricker has a new Studebaker and Martin Saulen, a new Packard.

Tony Campisano spent the last week of his vacation taking a trip to Canada. He tells us his route was by way of Wrentham.

Eddie Bigelow spends many happy hours at home enjoying his new television set.

Not all potato kings come from Aroostook County, Maine. We've got one right here — Potato King Angus Boyle of Millis, who has quite a business of growing and selling this versatile vegetable.

A new member of Shipping is Raymond Colleaux. "Bucky" is a motorcycle enthusiast.

Joe Ralkavich and Eino ("Hokus") Heikkila are still working together. They are now working on the new Folder, Joe operating and Hokus finishing.

Alice Pole spent her week of vacation this fall at home.

We are very glad to see Annie Keady back with us after a long illness.

On their trips down towards the Cape, Betty White and her husband have had the opportunity to observe some of the wild animals of those parts. They not only saw a deer one night as they were driving along, but another time a raccoon obligingly came

out of the underbrush into full view. Betty says she never saw a 'coon before, except in a neckpiece or fur coat.

Recently transferred to the High Speed Press is a fellow with a most unusual name — John Smith.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
LEONARD WEAVER
LOUIS SILVESTRI
JOSEPH NEVINS
DOROTHY DARGAN

ROGER PERCY
JOHN FOLAN
DANIEL TRACY
VICTOR NARCISO
JAMES MURRAY

Things are looking better for John Stupak and Fred Picard. Both have started to wear glasses.

Santo Columbo saved one week of his vacation to take off during the hunting season and to celebrate his birthday, which is the 31st of October. When the week ended all Santo had was one partridge. Maybe wild life likes to have birthdays too.

Albert Surette is spending his spare time remodeling his motorboat. When the job is finished we expect a picture of Al in the boat for the Review.

Installed as officers of Norfolk County Pup Tent No. 18, Military Order of the Cootie, on November 26th at Norwood Moose Hall were: Stephen Tomaszewicz, Commander; John Hutchins, Jr. Vice Commander; and John Sigmund, Provost Marshal. In case you didn't know, the Military Order of the Cootie, the "Honor Degree of the VFW," has as its main purpose the aiding of veterans in hospitals. A similar organization is the Legion's "40 and 8".

Sorry to report that Rocco Phillips has been on the injured list because of an automobile accident.

Don Frazier spent a week in November hunting deer in the wilds of southern New Brunswick. Last season's score was two. This year's we haven't heard at this point.

Congratulations to Jim Hanley, who is observing his twenty-fifth year with Bird & Son in December.



John Famole, No. 1 Roofing Machine, tried out his flash camera at the Mill the other day. Here's a picture of Axel Ostrom and Hilmer Eklund at the Coating Section, No. 1 Roofing Machine.



Jeanne Chicoine, attractive daughter of Ramona Chicoine of No. 1 Box Shop. Jeanne graduated from Walpole High School this year and in September started training for a nurse's career at the Cooley Dickinson Hospital at Northampton, Massachusetts.

Late vacationers included Joe Nevins and wife going off to the Sunny South (Miami) and Charlie Brown heading north on his annual trip to New Brunswick for a deer.

Billy Lang had some unexpected fire fighting experience recently when his father's barn in Norfolk caught fire and burned to the ground in the wee small hours of the morning.

We are a bit tardy, but we wish to extend our congratulations to Bob Jewell on the birth of his second child, another boy, on October 25. Bob took a late vacation week to greet the new arrival.

When Peter Lupica does anything he does it very thoroughly — no two ways about it. For example, during his relief period recently he rested so wholeheartedly that he went sound asleep and slipped out of his chair onto the floor with a noise like a couple of squares of Master-Bilts tumbling down.

FLOORING MILL AND OFFICE

MATTHEW CONNOLLY
RICHARD ELLIS
JAMES CONNOLLY
CHARLES COBB
DOROTHY HAWES
CLARENCE PHILLIPS
JOHN GROVER
RUSSELL RICHALL
CHARLES NOVICK

Members of the Linoleum Department's bowling team still haven't anything to say about why they are almost at the bottom of the pile. In table tennis it's a different story. The Linos are tied for first place and Capt. Larry Hewins says, "We haven't even warmed up yet!"

Phil Shepherd and Jim Tenant of the Research Lab are busy these noontimes in the brigade room giving lessons in Canasta. Get in line, you card sharps.

Steve Cavanaugh recently went on a buying spree. So he could hear "Howdy Doody" he bought a new television set. Then he topped off his buying with the purchase of a new hat. We hear more about the fedora than we do about the video.

Percy Russell started the hunting season off with a bang by banging at a deer and bagging same too.

Nice to see Ira Goding come in to visit us once in a while.

Marian Kissell has brought his family from Nova Scotia to live in Norwood.

Among those who had fall vacations were: Charles Harukewicz, Victor Grant, John Stone, John Coughlin, Samuel Kelley, John Delaney, and Hayward Perry.

We welcome John Spierdowis, Bruno Maini and Thomas Welch to the Print Machines.

Since the recent publication of the picture of Bill Mingels sitting in his 1912 automobile, he has had many comments from his fellow workers. Most of them didn't know he was that old.

Around the first of November the Lino-leum Department had several new men

transferred there from other departments. The old-timers in the department wish to welcome them.

We were glad to see Andy Malacaria back to work.

Walter Surette knew what it must be like to be interviewed by the press after the Wellesley College girls had visited the plant. Some of the fair students singled out Walter and let go questions at him with both barrels. Did you have more questions to answer when you got home?

The starting of shift work in the Lino-leum Dept. has broken up a team of pitch players — Nick Ferrara and Clarence Young. Whether you think they are good or bad players depends on your point of view.

Our Messenger Boy, Kenney Smith, spent his vacation with friends and relations in Gloucester.

Before the winter sets in in earnest, Clarence Phillips expects to be moving into his new home.

Busily making preparations for the Christmas party sponsored by St. Jude's Church of Norfolk are the two Allen sisters, Peg and Ann. The girls play an important part in the church's affairs and are usually on the ticket committee. For this event they head the entertainment group.

The latest addition to the Cannell family of Westwood is a little baby girl, named Susan Barbara. The proud Papa is Bill of Research Lab. We extend to Mr. and Mrs. Cannell our heartiest congratulations.

Two li'l maids from Flooring Office, Patty Haste and Florence Murray, spent a recent week-end in the North Conway, N. H., ski country. They took a train up there to view the terrain around there. After viewing the bare bones of New Hampshire hillsides unadorned by snow, they now appreciate the billowy cushion offered to skiers by nature's frozen precipitation.

Pasquale Vasaturo has recently been elected president of the New England Glad-iolus Society, to which he has belonged for eighteen years. He has been on its board of trustees since 1936. Review readers will remember seeing pictures in this magazine of Pasquale and his glads and some of the cups and blue ribbons he has won.



Paul Procaccini whose dad, Albert, is foreman at the Norwood Flooring Plant, still remembers the thrill he got last Christmas with this new cowboy suit. This is just a reminder, kids, that Santa Claus will soon be here again.



Football stars of tomorrow — Donnie, aged 3, and Joe, aged 5, sons of Peter Didick of the Norwood Roofing Plant. If it's forward passes you're looking for, these two boys can heave 'em.



One year old and hitting on all six. This is Michael John Famole, son of John Famole, who works on No. 1 Roofing Machine.

Two Old Timers Die

WE report with regret the death of two long service employees. Christine Scherer, retired since September 1944, died October 26 at the Norwood Hospital following a long illness. Maryian Wronski, East Walpole beaterman, died November 2, also after a lingering illness.

Miss Scherer worked for twenty-two years as a flower pot set-up operator at No. 2 Box Shop. Her health began to fail in 1944 and in September of that year she was retired. Since then she had been living at her home on Main Street, North Walpole until her last illness confined her to the hospital. She is survived by a sister, Miss Lillian Scherer.

Mr. Wronski completed thirty years' service with Bird & Son in September of this year. Most of his time was spent at the East Walpole Beater Room. Serious illness had kept him from work for several months. Funeral services were held Saturday, November 5, from St. Peter's Polish Catholic Church in South Norwood and were attended by friends and associates from the mill. He is survived by his wife, Mrs. Catherine Wronski, and five children.





There are lots of good bowlers in this early season picture at the alleys. Easily identified at the first three alleys are Francis Howe, Peter Didick, and Richard Sprague.

Men's Bowling

By DICK SPRAGUE and JOHN HUTCHINS, Co-Chairmen

AT the end of the eighth week, bowlers from No. 7 Machine (FBPM-7) were at the top of the list. The others among first five teams were Flooring Shippers (FFV), No. 1 Box Shop, Roofing Shippers (FBV), and Flooring Lab, in that order.

Since the November Review, the holder of season's high single has not changed. At this writing it is still Mario Presentato with a 136. New high

three-string record is currently held by William Fitzgerald with a 354.

Below are the ten leading bowlers, figured at the completion of five matches:

	<i>Average</i>
1. Mario Presentato (FX-1)	106.5
2. Albert St. Cyr (FBI)	101
3. Peter Didick (FBPM-7)	100.5
4. Fred Turco (FBPM-7)	99
5. Joe Purpura (FBV)	97
6. Dick Sprague (EM)	96
7. Jim O'Donnell (ERB)	96
8. Norman Lull (FFV)	96
9. Romeo Valerio (FX-1)	96
10. Mike Saulen (FX-2)	96

Won't somebody please break that 96 average!

Six Teams Tilt in Table Tennis Tourney

By BOB GROVER, Chairman

TABLE tennis matches began the evening of October 27th with six teams lined up for the first half. Play is on Thursday nights at 7:30 in the Tower Room at East Walpole. Following is the line-up:

1. Kems Robert Grover, Capt.
Eddie Phillips
Armand Blake
2. Cutters John Woloshyn, Capt.
Roy Young
Bobby Knox
3. Labs Roland Avery, Capt.
Arthur Bent
Forrest Clark
4. Specs George DeCristoforo, Capt.
Ralph Hildreth
Sam Piraino
5. Macs John McDougall, Capt.
Tom Rogers
George Grover
6. Linos Larry Hewins, Capt.
Johnny Grover
Howard Heath

We are now making plans for mixed doubles, singles, and handicap tournaments on Monday nights. Following the completion of the second half of play by the regular teams, the winner will play over in Newton, which is a hot table tennis town.

Technical Men Visit East Walpole Plants

NOVEMBER 3rd was plant visiting day for members of the Engineering Division of TAPPI—Technical Association of the Paper and Pulp Industry. During the first week of November this division held a conference in Boston and on Thursday, November 3, three local plants were visited—The Foxboro Company, Bird Machine

Company and Bird & Son, inc.

The Bird Machine Co. was visited in the morning. A luncheon was served for the group at Lafayette House at noon, followed by a visit to the Foxboro Company. Late in the afternoon the group visited the East Walpole mills of Bird & Son. Attending the luncheon from this company were Edward Lin-

coln, Everett Fuller, Lester Tarbell and William Stillman. Serving as guides for the Bird & Son tour were Frank Nyborn, Oscar Robillard, William Stillman, Joseph Coburn, Thomas Flood, Perley Mudgett and Earle Fuller.

Members from Bird & Son who attended the Boston sessions reported a fine conference from start to finish.



The TAPPI Engineering group at the luncheon at Lafayette House. Part of this group visited the East Walpole Plants of Bird & Son on November 3. (Photo courtesy of The Foxboro Co.)

NEWS FROM CHICAGO

STAFF: J. W. GUILFOYLE, MATHILDA HANSEN, VIRGINIA O'BRIEN, LAWRENCE PETERSON, JOSEPH BLACKMAN



The "News from Chicago" section in your Neponset Review comes from these Chicago Review reporters. In the usual order: Joseph Blackman (new reporter), Lawrence Peterson, Virginia O'Brien, Mathilda Hansen and John (Jack) Guilfoyle.

Last Year's Champs Tied With Two Others

ON November 1st, Insulated Bric (last year's champions), Art Edge, and Master-Bilt teams at the Chicago Plant were tied for first place with eight wins and four losses. Close behind was the Tri Tab Hex team (Maintenance Dept.). They are expected to give a lot of trouble, what with Wallie Overholt and Charlie Sheeley's bowling.

Terrific Pace

The Insulated Bric team is setting a terrific pace with the bowling of Ed and Paul Scheide. Ed is leading the league at this time with a 162 average, while his brother Paul has an average of 152. Chuck Finch, Ralph Reithofer and Joe Bloskey have brought the Art Edge team along at a good clip. Last week they defeated the Insulated Brics two out of three to pull up into a tie for first place. At the same time, the Master-Bilts, winning three from the Paroids, also climbed into first.

The Master-Bilt team this year is being led by the bowling of Bill Falstrom, who is doing considerably better than his last year's average. Al Claudy of the Proslate team, bowling a 156 average, is setting the pace for that team.

Safety Sessions

CHICAGO has had many visitors in the past month. Among them were Frank Eisenhower and Albert Smith of East Walpole, who were in Chicago to attend the nation-wide gathering of the National Safety Council.

Messrs. Smith and Eisenhower attended the big Safety Council banquet with members of the Chicago Plant's Safety Committee. Chicago Bird & Son men at the banquet included John Trontell, Walter Wiggins, John Guilfoyle, Al Bohnenberger, Ray Gusick, Joseph Durkin and Thomas Henehan. Tony Soltan, also a member of the Safety Committee, was unable to attend because of business elsewhere that evening.

Guest speaker at the banquet was Eddie Cantor. Everyone left the affair with the firm resolve to do much better both in the home and at the plant in the matter of safety.

Chit Chat

There is a new member in the Proud Papa Club as of October 25, 1949. Wire announcement read: SEVEN POUND BOY. WILL NEED A RAISE. TONI FEELING SWELL. FRITZ GUTH. Memo reply read: Date 10/26/49, From Chicago to F. D. Guth and Family. Subject—BOY—NEWLY ARRIVED. We all send our heartiest congratulations to you and Mrs. G.

on addition to family. We expect to have offers coming in from Notre Dame, Chicago Cardinals (they could use him now) and Bears. Will forward same when received. Best of luck and hope you survived the ordeal O.K. Come in on way back if possible.

Add New Orleans to your points-of-interest-to-see-at-some-future-date list. Della Lyndon, Secretary to W. W. Wilson, spent a week in New Orleans recently and has been dealing out very favorable comments.

Bob MacLeod and family not long ago spent two weeks in Wisconsin, in and around Wabeno. It must be a healthy spot, Bob, for you had that "I've-been-on-a-real-vacation" look when you returned.

Have you noticed how colorful the Print Shop is becoming? We mean, of course, Bob Meadows' red shirt. Wow! It's "purty."

We were sorry to hear that Martin O'Connor of the Blowing Department has been off the job with an infected tooth. However, perhaps his wedding—on November 26th—will bring him back to good spirits. Best of luck, Marty, to both you and your blushing bride.

Lawrence Peterson of the Shipping Dept. (Review Correspondent) is back on his ulcer diet, and it's soup, milk and cream and then cream, milk and soup, just for variety.

Red Ahrens has fully recovered from his recent illness and has returned to his Stillman's job in the Blowing Dept. and is again keeping the machines hopping.

Agnor Oberg of the Maintenance Dept., who is tipping the scales heavier every day, wants to know if anyone has a good remedy for losing weight!

The buttons popped off of James Reiser's shirt when his wife presented him with a baby boy. He was christened James Peter, and after the christening a turkey dinner was served. This celebration also celebrated the birthday of his daughter. That's really timing things close, Jim!

Johnny Troy of the Blowing Department was recently married, Martin O'Connor of the same department is going to be married, but John Walsh (the mad Irishman) says that he still has plenty of time. James Hardy of the Cleaning Department took his final step into matrimony on Thanksgiving Day. Best of luck to all these newly-weds.

Jimmy Fox, son of Rose Fox of the Sample Room, has developed into quite a photographer, having taken many good pictures while on their vacation tour. A sample or two have already been shown in the Neponset Review.

We understand also that Mary McWade and Mary Curran are planning on taking a trip like Della Lyndon's to New Orleans. Perhaps they will not experience the heat that Miss Lyndon complained of. This is not meant as any offense to "ye olde Southerners" from Shreveport and points south. It's just that we Yankees up north aren't



Pride and joy of Willie Blackman is this appealing little bundle of humanity, born September 11th. Mary Ann's father is a Dry Felt Tractor Driver at the Chicago Plant.

used to the climate. Give us the good old Windy City where the wind blows free and the thermometer doesn't blow its top.

We wish to welcome several new salesmen to the fold of Bird & Son: T. F. Reimann in the Ohio territory, J. M. Dunn in the Kentucky territory, and B. L. Wiltsey in Iowa. All of these gentlemen have been with us for the past month or two and have been doing a fine job.

Sure signs of winter—when the Shipping Gang brings out last year's heavy clothes. Recently, Joe Durkin dug out last year's red and black checkered wool cap, Tom Henahan found an old pair of gloves to put on and Frank "Pop" Krueger had the big old hat with the ear muffs down. Ed "Big Buck" Hayden was dancing a little jig in the dark to keep himself warm. It is said that women are vain about their clothes. But, you should see the gorgeous red checks and plaids these men wear!

The fellows in the Shipping Gang wish to welcome Chester Vilodka.

Bernard Langland, Tractor Maintenance Man of the Shipping Department, is sporting around in a brand new maroon Hudson. He is offering rides to everyone interested for 25¢ apiece.

By the time this Review is off the press, Mike Makauskas of the Shipping Department will be happily married. Good luck to both you and your "Missus", Mike!

Rudy Budz and the Chicago Transit Authority do not seem to see eye to eye on the time schedules of our trolley cars. Every day when Rudy is starting to come to work there are too many street cars going the opposite way—north on Ashland while he wants to go south. Perhaps a petition can be gotten up to have a street car meet Rudy at the corner at whatever time he specifies. We are sure that Mayor Kennelley will only be too willing to accommodate, as Rudy has been a member of long standing (and we mean standing) in Chicago's Straphangers' Club.

We all know that Levi Hirsh is extremely afraid of cats, so much so that, if a cat is in

the entrance at the front of the plant, he'll enter from the rear. Just the other day, Big Huff, knowing of Hirsh's ailurophobia, decided to have some fun. He called Levi to him to congratulate him on the speed with which Hirsh's Ford can take off. "She's O.K.," laughed Big Huff. "Skin me, man." When Levi reached for the expected handshake, Huff brought the cat from behind his back and placed it gently into the outstretched hand. The result was hilarious!

Congratulations are in order! This is baby year for Bird & Son. Alvin Bowen, Willie Blackman and Albert Moore are the proud fathers of fine babies. All were born in September.

We wish to extend a warm welcome to Lawrence Travis Hayes, who became a member of the Chicago Bird Family recently. We hope you like us too, Mr. Hayes!

Henry Watson of the Shipping Department must have found several wide streets on which to drive. It seems he hasn't had a dent in his fender for many weeks.

Al Bohnenberger, Foreman of the Maintenance Department, is working feverishly on a midget racer which he expects to have completed in a very short time. Everything has been machined and constructed and all that is necessary now is the actual assembly work.

Charlie Sheeley, also of the Maintenance Department, has been spending his spare time repairing and remodeling his racer. While Al's is a midget, Charlie's is one of the big cars and is considered one of the fastest in the midwest circuit.

The Safety Committee were quite impressed by the shower of balloons released following the big Safety Council banquet at



John Henry, son of Mary Henry of the Sample Department at Chicago.

the Stevens Hotel. Everybody grabbed for one to take home for a souvenir. But being a little self-conscious about toting a balloon through the streets of Chicago, some of the men decided they'd let the air out of the thing and then blow it up again after they got home. This was easier said than done. After the balloons were originally blown up, they were securely tied.

Picture our Safety Man from East Walpole, Frank Eisenhauer, diligently trying to untie the knot in his captured balloon. He had already been working on the thing for about half an hour, when Ray Gusick had a bright idea. "Never mind trying to untie it," Ray said, and with a lighted cigarette let the air out of the balloon—but quick. At that point Frank hit the ceiling.



The Royal Twelve Club takes time out to pose for pictures while planning an affair for December 2nd. Seated: Robert Lockinour, recording secretary; James Mason, president. Standing: Harry Hill, business manager; Joseph Blackman, financial secretary; Brooks Huff, sergeant at arms. Willie Blackman, treasurer, is not pictured. All of these men work at the Chicago Plant of Bird & Son.

SHREVEPORT NEWS AND VIEWS

STAFF: LUCILLE MCMURTRY, D. L. OLIVER, JR., WILLIE L. SMITH, FRANK MARKHAM, CYRIL WILDE, EDWIN SOMPAYRAC
RICHARD POTTER, Photographer

Company Exhibit at Louisiana State Fair

R. F. JENKINS, Fred May and Don Cook of the Shreveport sales force spent a very busy week the last part of October preparing Bird & Son's display booth at the Louisiana State Fair in Shreveport. They are reported to have burned the midnight oil on several occasions, but as a result came up with the attractive and interesting exhibit shown on this page.

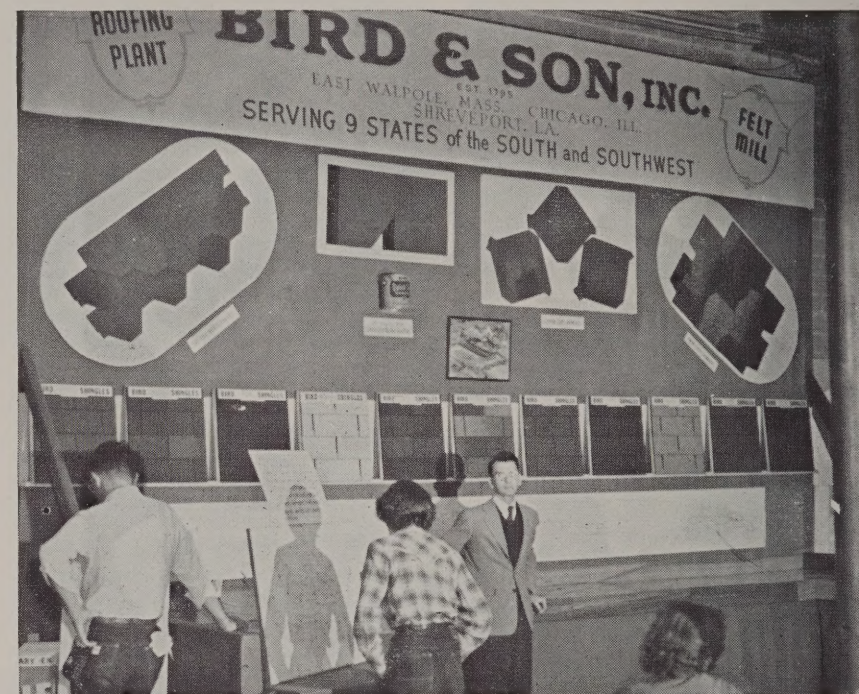
The map of the United States being examined by the visitors in the foreground shows the southwestern part of the country as a shaded area—the area served by the Shreveport Plant. It includes the states of New Mexico, Texas, Oklahoma, Arkansas, Louisiana, Mississippi and Alabama. The legend above the map states: "The roofing manufactured at our Shreveport Plant and shipped annually into the shaded area served by it would pave a three-foot-wide path through the capitols of all the forty-eight States and back to Shreveport, with enough left over for side trips into Canada and Mexico."

Almost in the next booth at the Fair, there was a charming damsel by the name of Miss Lou Ana who raffled boxes of shortening and salad oil to the passers-by each hour on the hour. It is rumored that one of the men from Bird & Son got eleven tickets for the raffle before he discovered that Miss Lou Ana herself was not the prize!

Shreveport Speaks

"Bo" Beauchamp has been flat on his back for three months now and we are sure he is pretty bored with it all. Still, he sounds right chipper when we talk with him on the telephone. His many friends ask about him and wish him well whenever they have occasion to call the office. We (and Bo) are certainly glad it's nearing time for his cast to be removed and he can once again move about.

Gladys Bryan is still enjoying her new (5 months old) Plymouth. Every now and then though we hear her fussing about



The Bird & Son display at the Louisiana State Fair in Shreveport. Cyril B. Wilde, Shreveport Sales Service Manager, is facing the camera.

keeping it bright and shiny. As we hear it, there's a great big truck which waits until the gray Plymouth is newly washed, then the truck roars by just as Gladys is avoiding a nice sloppy mudhole.

Speaking of new cars, Wesley Cragin at Baton Rouge recently acquired a two-tone Dodge to transport himself and samples around and about the low-lying country of South Louisiana. He brought the car by the office for us to admire a few days after he bought it. It was a mighty handsome machine from which Wesley should have many miles of comfortable driving.

Along about the first of November, "Deacon" Dyess took a few days of his vacation to go fishing. So far we have not had a report of his luck. Regardless of how the fish were biting, the trip should have been much fun, both for the Deacon or for whoever went along to listen to his tales—tall and otherwise.

Merle Williams, who moved this summer from Enid, Oklahoma, where he and his family had lived for many years, reports that Oklahoma City is a fine big city and not so hard to get used to after you get used to it.

Kavat Loe travelled to Baton Rouge a few

week-ends ago to cheer the LSU "Tigers" to victory over the North Carolina "Tarheels." Kavat (and the newspapers) have informed us that the famed Charley Justice was quite competently "bottled-up" during the entire game. It must have been a fine game for Mr. and Mrs. Loe to watch although Kavat's alma mater is Northwestern State College of Louisiana. It's fair, however, for a Louisianian to cheer against any out-of-state team.

Saw Sam Cararas the other day, evidently content with the world and beaming indulgently at everyone. Close questioning elicited the fact that Sam had just finished a battle with 2½ dozen raw oysters and emerged victorious. He was nibbling digestive tablets because his diet demands same, but don't let anyone say that oysters and Cararas don't get along.

A. C. Sheppard is happy that Hallowe'en comes only once a year. After treating the tricksters most of the night, Shep got into his car to come to work the next morning and shifted into gear but got no response. "Hum, a broken axle," he thought. But a quick check revealed that both back wheels were jacked up. "Oh, that's easy," said Shep as he lowered the jack, only to discover he had two flat tires. A borrowed car transported Shep to the plant.

Joycelyn McEachern and Edwin Sompayrac recently lunched at the Caddo Hotel Coffee Shop where they ordered spaghetti and meatballs. The waitress returned with a container of grated cheese and set it on the table. Edwin mistook the cheese for sugar and proceeded to pour some of it into Joycelyn's tea. Imagine his embarrassment at explaining this dilemma to the waitress and having to order a second glass of tea.

Helen Findley and Edwin McPherson should be transferred to the Sales Department. Recently they parked the car in an alley downtown behind the bank. Upon returning to the car, they found a policeman writing up a parking ticket. Helen immediately turned on the old sales pressure and talked him out of the ticket. When they drove away a few minutes later they left the gendarme nonchalantly tearing up the ticket, scattering it to the four winds.

After reading the article in the October Review about the Bass Contest, Dude Davidson and R. N. Potter made a quick trip to Lake Bisteneau. They caught three nice bass and Potter claims they would have done better but Dude kept him fighting the brush and trees most of the time.

Willie Smith and his crew were long-faced Monday morning when they learned how close they came to another record. One more car or two trucks and they would have been over to score again. In fact they had this tonnage scheduled, but they couldn't get trucks to haul it.

Mr. and Mrs. Judson Grizzle are the proud parents of a new baby girl born October 20th. They named her Judy Dianne. Shortly after, Judson took his vacation and helped his wife around home. That is what we call a real family man.

The Review Staff had a guest reporter during their meeting. Nils Steenhill, Supt. of Rust Engineering, stopped by to be sure that no more mention was made of his bet. (He forgot to read the last Review before he took it home to Mrs. Steenhill.) He said other than that his only comments were about the Shreveport weather and they ran something like this: !!!??? ###!

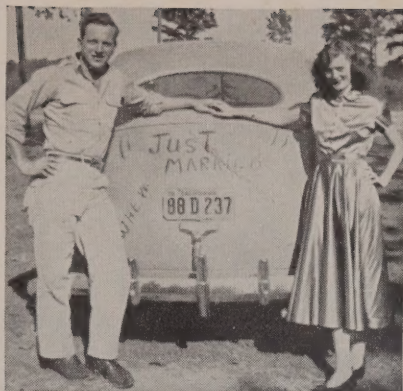
Mode Myers is at this writing on his vacation. He left Shreveport November 6th for Oklahoma (his home) for a deer hunt with his father. Remember the picture in last year's Review of the nice buck he killed? He hopes to do better this year and get the limit of two for the season. Will advise you next month of the results.

Gertrude Salter took a week of her vacation to be with her sister and niece from Galveston, Texas. Gertie reports a very restful and pleasant week.

A. W. Miller left for St. Louis where he will attend a traffic meeting and for a two weeks' vacation. We know he will have a nice trip in that new Studebaker.

Willie Smith and Edwin Sompayrac got into an argument November 1st over whether there was ice on the back platform or not. Edwin had read the weather report in the SHREVEPORT TIMES and Willie had seen the thermometer AND THE ICE on the loading dock. We won't say just who won, but Ed sure looked funny about 10 A.M. sitting at his desk holding a chunk of ice about the size of a dinner plate.

William "George" Winkler took in the State Fair last week and had a look-see at



Nelson Patrick has travelled over a large part of the world, but he came back to Louisiana to take a bride. Mr. and Mrs. Patrick came by the plant the other day. She is just as pretty as this picture shows. Nelson is on leave of absence for military duty. He is stationed at Camp Hood, Texas, but hopes to be transferred closer home or maybe discharged before long.



The kind of catch that makes you want to go again. Mode Meyers and Johnnie Wise, father of Jackie Wise, of Shreveport display eighteen very nice white perch (crappie) caught on a recent trip to Cross Lake.

the Gypsy Rose Lee show. He said he enjoyed watching some of the Shreveport housewives mow their lawns more than he did the show — and for free yet!

Vivian Wilson is always a busy little bee this month. Her mother and all of her children have birthdays in November. It is more like a birthday shower at her house during November.

We are always glad to have R. A. Wilkins from East Walpole visit us. Now that the Felt Mill is nearing completion, we look forward to more frequent visits.

Dawn Sherburne was among the twenty-four students of Byrd High School who made straight A's this year. There are 2500 students at this high school.

The Sales Department has added a new Correspondent to its office force. Mrs. Juanetz Bruce is a young lady from Rayville, Louisiana who is rapidly learning the details of handling correspondence, writing orders and pacifying a number of service conscious salesmen. Glad to have you with us, Juanetz.

Suggestion Awards

THREE hundred and thirty dollars were paid out in suggestion awards in November, including several special award checks.

A special award of sixty dollars was paid to Charles Cobb of the Flooring Store Room for a suggestion which has saved money in two divisions of the company. The idea provides for salvaging various metal parts such as valves by using a special cleaner. It was first adopted at the Flooring Plant about two years ago. Since then other plants have investigated and the Norwood Roofing Plant has found that they can make use of the same idea. The special award is based on the savings made at the two plants.

Matthew E. Pino of Phillipsdale received a special award of thirty-five dollars for his suggestion "Angle Thrust Plate for Cutters in DPC." Another special award of twenty dollars was paid to Howard Hewins, Norwood Flooring Plant, for his suggestion "Sizes of Print Blocks."

Three men, Fred Matthews and Carmino Sirignano from Phillipsdale and Louis A. Silvestri from the Norwood Roofing Plant, each received a ten-dollar additional award for five accepted suggestions.

The regular awards were as follows:

FLOORING PLANT

Fred Baker, FFM	\$5.00
Aldo Bertoni, FFM	10.00
Elmer R. Conant, FFF	5.00
Harold Ferioli, FFF	5.00
Nicholas Ferrara, FFG	5.00
Victor E. Grant, FFF	10.00
Howard Hewins, FB	10.00
George Kinsman, FFR	10.00
Wallace V. Macdonald, FFG	10.00
Garnet Patterson, FFG	10.00
Robert C. Willette, FFF	5.00

NORWOOD ROOFING PLANT

Kenneth Coates, FBPM6	\$10.00
Thomas Concannon, FBV	5.00
William A. Letts, FBC	5.00
Domenic Silvi, FBI	10.00
John Stupak, FBPM1	5.00
Louis A. Silvestri, FBPM9	10.00
John Ventresco, FBM	5.00

MAIN OFFICE

Charles J. Makarevich, AF	\$10.00
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PHILLIPSDALE

John Borges, DPP	\$5.00
Fred Matthews, DPM	10.00
Matthew E. Pino, DPM	10.00
Carmino Sirignano, DPV	5.00
Edgar C. Vatcher, DPI	5.00

NO. 2 BOX SHOP

James J. Patchin, FXV2	\$5.00
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PHILLIPSDALE

REXFORD H. SALISBURY
MANUEL OLIVER

DAVID S. LOWRY
ARTHUR TRUDELL

LESLIE E. HOWARD
ROBERT CROWLEY



Newly-elected union officers at the Phillipsdale, Rhode Island Plant. Front row, left to right: Carmino Sirignano, Joseph Queenan (President), Michael Raffa, Manuel White, and Charles Anthony (Secretary). Back row, left to right: Carl Soderlund, James Hammond, John Ellis, and Howard Inman. Not present for the picture taking were Ernest Paiva (Vice President), Manuel Oliver (Treasurer), Wesley Scofield and Andrew Oates.

The Union Election

SOME changes in the lineup of officers resulted after the annual election held by the Eastern Building and Roofing Employees' Union. Joe Queenan was elected president in place of his brother Bill, who was last year's president but declined to run again.

Officers for the current year are:

President Joseph Queenan
Vice President Ernest Paiva
Secretary Charles Anthony
Treasurer Manuel Oliver

Representatives

John R. Ellis DPP-PPJ
Carmino Sirignano DPV
Manuel P. White DPT-DPH-DPZ
Carl F. Soderlund DPC
Wesley L. Scofield DPB-DPX
James W. Hammond DPI
Michael Raffa DPIF
Andrew F. Oates DPM-DPL
Howard L. Inman DPR-DPE

Phillipsdale Notes

Congratulations are being extended to Peter Zuba upon his marriage on November 26 to Mary Matteo of Central Falls. The event took place at St. Joseph's Church in that city. We wish them many years of happiness together.

Fred Couture has returned from a 6900 mile motor trip through the West and Mexico. The trip must have done him a lot of good as he looks and feels much better than he did.

Arthur Trudell is sporting a new Chevrolet.

Joe Alves has bought himself a lot for the new summer home which he expects to build himself.

Al Hammond and Joe Wynne are on late vacations, taking a trip to Florida.

Al Carvalho has found a new pet. They tell us that to keep him company he goes around the mill with a mouse which has a string tied on its tail.

Berry Asphalt Company

(concluded)

that made the readjustment problems more difficult.

The Berry Asphalt Company, anticipating that such an adjustment period was due, sooner or later, had prepared to some extent to meet these changes. The refineries had been modernized, new equipment installed, and new and better products, both in asphalt and in lubricating oils, had been developed.

Outstanding among Berry's new products is Baromix, a new type of asphalt compound particularly suitable for a wide variety of uses in roofing, paving and specialty work. It is a product that has stood every test in the Berry laboratories and in actual use. It has more than met the expectations of those who developed it.

During 1949 Berry Asphalt Company has constructed and made ready for production a new asphalt mixing plant at the Bird & Son Glenwood, Ar-

Bowling Briefs

East Providence League

THE Bird team in the Industrial League is now in fourth place, only five games away from the leaders. John Cyronak has been holding third place with an average of 112 3/12.

Between Departments

Interest in bowling has increased to the extent that at this time we are rolling four six-man teams. Since the talent, such as it is, is split pretty well among the four teams, the games are unusually close. Even the office team is winning once in a while—a noticeable improvement over last year.

Howie Inman and Ray Nolan are leading the league with averages of 110 and 107, respectively, with both Fred Pierson and Bob Pearson averaging over 100.

Andy Oates has the high single to date with 138 and Howie Inman, high three-string with 368.

The standing after five nights was:

	Won	Lost
Yard	12	8
Millwrights	12	8
Office	9	11
Machinists	7	13

kansas plant. Here in 1950 will be made mixtures for paving and floors from the fines produced in the course of making granules for the Bird & Son roofing plant operations.

At the Stephens refinery vacuum and fractionating equipment has been installed which will make possible the production of new asphalt products and special naphthas for industrial use, not possible before the new equipment was put in. At Waterloo, new and better lube oils are being produced and asphalt specialties for industrial uses are being increased as rapidly as possible.

The management of Berry Asphalt Company looks forward to 1950, a year in which it will continue to produce new, outstanding and high quality products. With the enthusiastic cooperation of employees and management working together, there is every confidence that the objective will be attained.

Bird Machine Company

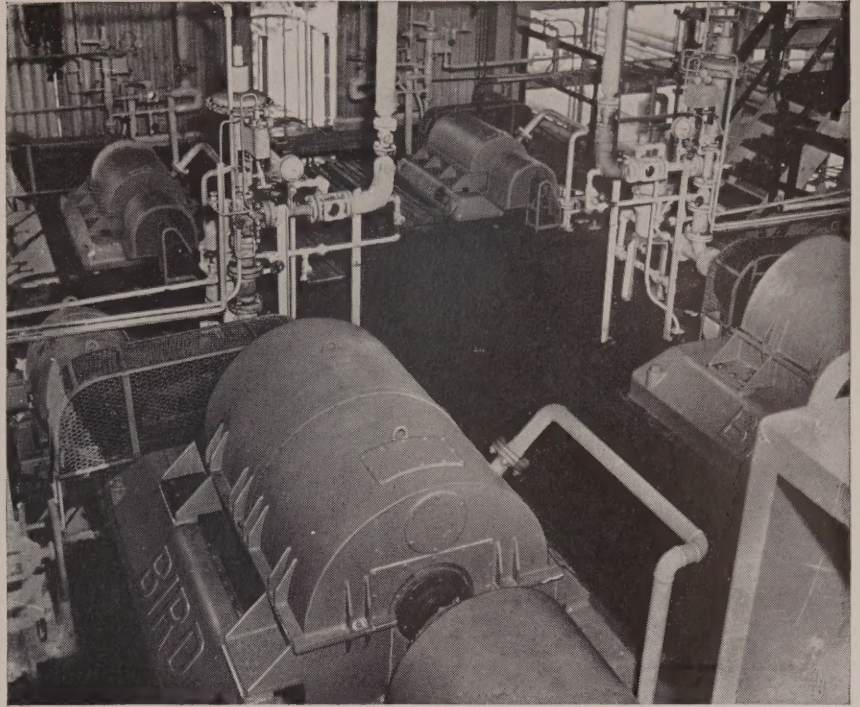
(concluded)

with glycerine which is processed through Bird Filters. The glassine or aluminum wrap likewise involved the use of Bird machinery somewhere along the line. Even the match head that gives him his light involved a Bird solid-from-liquid separation in its preparation. So did the fine, smooth base material of his favorite toothpaste and he might well reflect that the makers of his soap and shaving cream likewise depended heavily on Bird centrifugal equipment in their manufacturing processes. Even his razor blade came from ore that was treated in big Bird Classifiers. That crisp white collar that sets off his classic features contains starch that has had intimate connection with Bird Filters, not to mention the borax that softened the water for his laundry. His brush and comb are made from synthetic resins in the production of which Bird Filters played a prominent part.

Even Breakfast Coffee

At breakfast his coffee comes from a roasting plant that utilizes Bird Filters in the preparation process and at the same time he assimilates the morning's news from paper that has passed through Bird machines at high speed and in tremendous volume before attaining its solid and printable estate; not to mention the ink that was subject to Bird filtration and classification before it was applied to the paper.

As a commuter, Mr. Public depends upon power supplied by coal which has been dried, after preparation and washing, by Bird Coal Filters. As he strides the pavement to his office, he can thank Bird Classifiers for a better cement and for the better paints that make his home and office cleaner, brighter and



Bird Filters on the firing line. This installation of four "Bird's" is at the plant of the Shell Oil Company at Deer Park, Texas. This typical installation of Bird machinery is helping to achieve the successful synthesis of glycerine from petroleum that won Shell an award for chemical engineering achievement.

better preserved, the result of fine pigments classified by Bird's. Throughout the day his priceless thoughts are preserved and his whims and commands are transmitted on paper of a quality, cleanness and uniformity that might well be marveled at were it not for the many items of Bird Machinery that enable these qualities to be taken for granted.

The water Mr. Public drinks comes from a plant with treatment equipment that includes Bird Filters. The food he

eats may have been processed through Bird equipment and almost surely owes its abundance to fertilizers similarly processed. And so it goes until he arrives at his home on tires of synthetic rubber processed with the aid of Bird Filters, takes his similarly processed vitamins and relaxes in the knowledge that sulfa drugs and penicillin are amply available to keep him from harm, thanks to the Bird-Young Vacuum Filters essential to their mass production.

Girls' Bowling

By PAT McDONALD, Chairman

AFTER five weeks of bowling, the Lucky Five team was leading with 18 points. We now report fifty-five regular bowlers and thirteen substitutes. High scorers who have won the weekly prize are:

Oct. 4	Mary Bannon	112
11	Anne Lindsay	114
18	Marion Thomas	101

Oct. 25	Marion Thomas and Marie Julius	102
Nov. 1	Evelyn Balduf	94

We had a basket roll-off just before Thanksgiving and are planning another one for the session of December 20th.

Community Chorus

FOLLOWING the November meeting of the Bird Club Council, the Glee Club opened its doors to the pub-

lic for the formation of a community chorus. The committee sent letters to other local industries, to the heads of fraternal organizations and ran publicity in the local press.

It is too early at this date to tell what response will be received from the community. Backed by the Bird Club, the Glee Club Committee felt that it had the nucleus of a fine amateur singing group. The next few weeks will tell how successful this venture in a community activity will be.

Long Service List

WE give below the names of those whose fifth, tenth, fifteenth and twentieth anniversaries fall during the month of January, and of those who complete twenty-five or more years' service during that month.

Name	Year	Department	Years
Henri Davenport	1-1-98	Retired	52
Joe Knaus	1-24-02	Retired	48
Benjamin D. Rogers	1-21-07	Consultant	43
Panfilo Lacivito	1-12-12	Roofing Plant	38
H. E. Sawyer, Jr.	1-26-14	Vice Pres., Floor- ing Division	36
George L. Towle	1-7-16	Maintenance	34
Edith G. O'Neil	1-16-17	Office	33
Antonio Gugliotta	1-2-19	Retired	31
Jesse R. Ghen	1-5-20	Retired	30
William J. Boyd	1-5-20	Flooring Plant	30
Albert W. Smith	1-19-20	Office	30
James A. Surette	1-26-20	Roofing Plant	30
Mary C. Kelleher	1-31-21	Office	29
Michael Verderber	1-10-22	Retired	28
Joseph Kowolowski	1-13-22	Roofing Plant	28
Anthony Samson	1-14-22	No. 1 Box Shop	28
Stuart Nickerson	1-16-22	Asst. Supt., Floor- ing Plant	28
Bartley Foley	1-18-22	Maintenance	28
Martin J. Costello	1-19-22	Maintenance	28
Robert H. Ross	1-23-22	Flooring Plant	28
P. A. Gutormsen	1-1-23	Power & Steam	27
Mytro Korbut	1-2-23	Maintenance	27
Ira C. Post	1-1-24	Flooring Sales	26
Anna E. Eklund	1-10-24	Office	26
Angelo Auciello	1-16-24	Paper Mill	26
Bernard Stravinski	1-17-24	No. 1 Box Shop	26
James Connolly	1-23-24	Flooring Plant	26
Roy Meears	1-30-24	Paper Mill	26
W. Raymond Boyden	1-9-25	Flooring Plant	25
Frances L. McDavitt	1-16-25	No. 1 Box Shop	25
Francis E. Donlan	1-19-25	Paper Mill	25
Claude A. Boiteau	1-15-30	Flooring Sales	20
George Schoener, Jr.	1-16-35	Flooring Plant	15
Martha E. H. Palonen	1-21-35	Janitress	15
Everett W. Seavey	1-21-35	No. 2 Box Shop	15
Elsa A. Gottberg	1-23-35	No. 2 Box Shop	15
Bert W. Ellsworth	1-23-35	Flooring Plant	15
Pelligreno Capone	1-28-35	Flooring Plant	15
John J. Linnehan	1-31-35	Maintenance	15
John B. Mitchell, Jr.	1-31-35	No. 2 Box Shop	15
Lytle G. Williams	1-22-40	Office	10
Elizabeth Zinni	1-8-45	Office	5
William I. Hall	1-11-45	Roofing Plant	5
Vincenzo Serratore	1-20-45	Paper Mill	5
Amos Craig	1-29-45	Power & Steam	5

PHILLIPSDALE

Rexford H. Salisbury	1-6-09	Asst. Supt.	41
Louis W. Doyle	1-19-25	Plant	25

CHICAGO

Joseph R. Carellier	1-31-22	Plant	28
Henry J. Ahrens	1-8-23	Plant	27

SHREVEPORT

Joycelyn E. McEachern	1-15-45	Office	5
Sylvester Underwood	1-25-45	Plant	5
R. B. Mills	1-29-45	Plant	5

GLENWOOD

Odus T. Babbitt	1-29-45	Plant	5
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BERRY ASPHALT COMPANY

Otis Dixon	1-15-30	Waterloo	20
Pascal Simpson	1-25-40	Waterloo	10
Paul Bailey	1-28-40	Waterloo	10
Lester W. Primm	1-10-45	Stephens	5
Forrest Cranke	1-24-45	Waterloo	5

Credit

The color photographs on pages 2, 3, 6 and 7, as well as many of the black and white pictures, were taken by Walter Hartig, photographer for Bird & Son, inc. and for the Review.

First Match in Mixed Bowling

By THE THREE BEARS

MEETING for its first match of the season, the Office Mixed Bowling League on November 3rd filled the handy East Walpole alleys with joyous shouts and crashing pins. All present accounted for themselves according to their ability at tossing the temperamental spheroid.

This year the league is captained entirely by the feminine contingent. We can't say skippered by skirts, because a couple of trim pairs of slacks were noted being worn by two bowlers of the fair sex.

The teams, captains and points are below.

Team No.	Captain	Points
6	Mary Moylan	5
4	Peggy Daunt	4
7	Mary Bannon	4
1	Berniece Potter	4
2	Mattie McLaughlan	1
5	Helen Pelletier	1
3	Anne Lindsay	1
8	Nancy Fleck	0
High Singles:		
	Steve Traudt	122
	Helen MacLeod	105
High 3-String Totals:		
	Donald Dyer	292
	Margie Lamore	249

A chap went to a newspaper office and said he wanted to run an ad in the paper offering \$100 for the return of his wife's pet cat. The clerk said: "Isn't that a rather high price for a cat?" "Not this one," said the advertiser, "I drowned it."

On the Lighter Side

The old engineer pulled his favorite engine up to the water tank and briefed the new fireman. The fireman got up on the tender and brought the spout down all right, but somehow his foot caught in the chain and he stepped right into the tank.

As he floundered around in the water, the engineer watched him with a jaundiced eye.

"Just fill the tank with water, Sonny," he drawled. "No need to stamp the stuff down."

Jim: "Yep, the engagement is off; she won't marry me."

Joe: "Did you tell her about your rich uncle?"

Jim: "Yeah. Now she's my aunt."

If a girl doesn't watch her figure, the boys won't.

Penny: Chip off the old buck.

Hazel: "What's this I hear about your having a seductive perfume to snare the men?"

Maisie: "That's right, my dear. I cook corned beef and cabbage for them."

A wise husband will buy his wife such fine china that she won't trust him to wash the dishes.

A little girl was proudly showing her playmate her new home.

"This is my daddy's den," she said. "Does your daddy have a den?"

"No," was the answer, "he just growls all over the house."

—The Locomotive Headlight.

Flo: "I don't intend to be married until I'm 30."

Rea: "I don't intend to be 30 until I'm married."

Teacher: "Now, which boy can name five things that contain milk?"

Jimmie: "Butter, cheese, ice cream, and two cows."

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